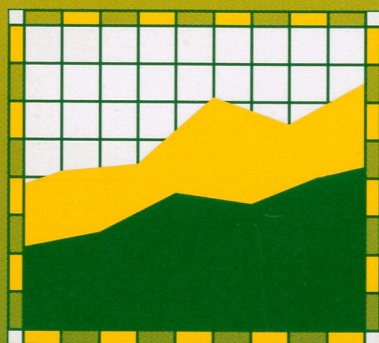




1993

# LABOUR STATISTICS AUSTRALIA



Statistics



ABS Catalogue No. 6101.0

**LABOUR STATISTICS  
AUSTRALIA, 1993**

**IAN CASTLES**  
**Australian Statistician**

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# CONTENTS

<i>Chapter</i>		<i>Page</i>
..	List of Tables and Charts	vi
..	General Information	xiii
..	Preface	xiv
..	Introduction — Recent ABS Developments in Labour Statistics	xv
<b>1</b>	<b>SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION</b>	
	Population	1
	Projected Population: 1989-2031	4
	Migration	5
	Labour Force Status and Other Characteristics of Migrants	8
	Educational Attainment	10
	Participation in Education	11
	Families	12
<b>2</b>	<b>LABOUR FORCE</b>	
	Labour Force	13
	Participation Rates	13
	The Australian Labour Force Framework	14
	Labour Force Status	15
	Participation Rates by Age	16
	States and Territories	17
	Birthplace	17
	Labour Force Status and Other Characteristics of Migrants	18
	Labour Force Experience	19
	Transition from Education to Work	21
	Educational Attainment	24
	Families	25
	Persons Who Had Re-entered the Labour Force	30
	Persons Who Have Left the Labour Force	32
	Retirement and Retirement Intentions	35
<b>3</b>	<b>EMPLOYMENT AND UNDEREMPLOYMENT</b>	
	All Employed Persons	39
	Status of Worker	40
	Full-time and Part-time Status	40
	Marital Status	41
	Employment/Population Ratios	42
	Occupation	43
	Industry	44
	Employed Wage and Salary Earners	47
	Labour Force Experience	52
	Labour Mobility	53
	Multiple Jobholders	56
	Career Experience	58
	Working Arrangements	62
	Transition from Education to Work	66
	Educational Attainment	68

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# CONTENTS — continued

<i>Chapter</i>		<i>Page</i>
	Career Paths of Persons with Trade Qualifications	69
	Underemployed Workers	72
	Superannuation	79
<b>4</b>	<b>UNEMPLOYMENT</b>	
	Unemployment	82
	Whether Looking for Full-time or Part-time Work	83
	Unemployment Rates	83
	Birthplace	85
	Age	85
	Duration	86
	Reason for Unemployment	88
	Industry and Occupation of Last Full-time Job	88
	Job Search Experience of Unemployed Persons	89
	Difficulties in Finding Work; Steps Taken to Find Work	89
	Whether Would Move Interstate or Intrastate	90
	Successful and Unsuccessful Job Search Experience	91
	Labour Force Experience	94
	Educational Attainment	95
	Families	97
	Job Vacancies	99
<b>5</b>	<b>PERSONS NOT IN THE LABOUR FORCE</b>	
	Persons Not in the Labour Force	100
	Age; Whether Looking for Work; Marital Status	101
	Family Status	102
	Marginal Attachment to the Labour Force	103
	Marginal Attachment to the Labour Force — Main Reason for Not Actively Looking for Work	104
	Main Activity	106
	Discouraged Jobseekers	107
	Transition from Education to Work	108
<b>6</b>	<b>AWARD RATES, EARNINGS, LABOUR COSTS AND EMPLOYMENT BENEFITS</b>	
	Award Rates of Pay Indexes	109
	Average Weekly Earnings	112
	Weekly Earnings of Employees	117
	Labour Costs	119
	Employment Benefits	123
<b>7</b>	<b>HOURS OF WORK</b>	
	Hours of Work	125
	Industry	127
	Overtime	129
<b>8</b>	<b>INDUSTRIAL RELATIONS</b>	
	Industrial Disputes	131
	Trade Union Members	135
	Trade Union Statistics	137
	Award Coverage	138

# CONTENTS — *continued*

<i>Chapter</i>		<i>Page</i>
<b>9</b>	<b>TRAINING</b>	
	Training Expenditure	139
	Industry	141
	Fields of Training	143
	Composition of Training Expenditure	144
	Training and Education Experience	145
<b>10</b>	<b>INTERNATIONAL COMPARISONS</b>	
	Population	149
	Civilian Labour Force	150
	Civilian Employment	151
	Hours of Work	155
	Unemployment	156
	Movement in Wages and Consumer Price Index	158
	Industrial Disputes	158
..	Data Sources	160
..	Supplementary and Special Surveys Relating to the Labour Force	162
..	Technical Notes	163
..	Glossary	176

## LIST OF TABLES AND CHARTS

### CHAPTER 1 : SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

<i>Table</i>	<i>Page</i>
1.1 Estimated Resident Population: Age	2
1.2 Permanent and Long-term Overseas Arrivals and Departures: Age and Sex	5
1.3 Net Permanent and Long-term Overseas Movement: Age and Sex	6
1.4 Permanent Arrivals (Settlers): Country of Birth by Age	7
1.5 Civilian Population Aged 15 and Over: Characteristics of Migrants	8
1.6 Migrants Who Arrived in Australia After 1970 Aged 18 and Over: Migration Category and Labour Force Status	9
1.7 Civilian Population Aged 15 to 69: Age and Educational Attainment	10
1.8 Persons Aged 15 to 24: Age, Whether Attending an Educational Institution and Type of Institution Attending	11

#### *Chart*

1.1 Estimated Resident Population: Age	3
1.2 Estimated Resident Population: Components of Growth	3
1.3 Civilian Labour Force: Estimates and Projections	4
1.4 Labour Force Participation Rates : Estimates and Projections	4
1.5 Net Permanent and Long-term Overseas Movement: Age	6
1.6 Migrants Who Arrived in Australia After 1970 Aged 18 and Over: Migration Category	9
1.7 Australian Families	12

### CHAPTER 2 : THE LABOUR FORCE

#### *Table*

2.1 Civilian Population Aged 15 and Over: Labour Force Status	15
2.2 Labour Force Participation Rates: Age	16
2.3 Labour Force Status of the Civilian Population Aged 15 and Over: States and Territories	17
2.4 Civilian Labour Force: Labour Force Status and Birthplace	17
2.5 Migrants who Arrived in Australia after 1970 Aged 18 and Over: Labour Force Status and Country of Last Residence	18
2.6 Civilian Population Aged 15 to 69: Proportion Who Participated in the Labour Force at Some Time During the Previous Twelve-month Period and Age	19
2.7 Civilian Population Aged 15 to 69: Labour Force Experience During the Year by Marital Status	20
2.8 Civilian Population Aged 15 to 64: Age, Whether Attended an Educational Institution, Type of Attendance in Previous Year, Whether Attending Full-time Education and Labour Force Status	21
2.9 Leavers Aged 15 to 64: Type of Educational Institution Attended Full Time in Previous Year and Labour Force Status	22
2.10 Persons Aged 15 to 24 who Attended School in 1992 but Were not Attending School in May 1993: Type of School Last Attended, Labour Force Status, Whether Attending a Tertiary Institution, Type of Tertiary Institution Attending and Type of Attendance	23
2.11 Persons Aged 15 to 69: Labour Force Status and Educational Attainment	24
2.12 Family Status and Labour Force Status of Persons Aged 15 and Over	26
2.13 Family Status of Employed Persons: Full-time and Part-time Workers, Hours Worked	27
2.14 All Families: Type of Family, Number of Dependants Present, and Number of Family Members Employed	28
2.15 One-parent Families: Labour Force Status of Parent and Age of Youngest Dependant Present	28
2.16 Married-couple Families: Labour Force Status of Husband and Wife, and Age of Youngest Dependant Present	29
2.17 Persons Who Had Re-entered the Labour Force and Were Working: Age, Industry, Main Reason for Wanting to Work Again and Whether Full-time or Part-time Workers	30
2.18 Persons Who Had Re-entered the Labour Force: Job Search Experience and Other Related Characteristics, and Whether Working or Looking for Work	31

## LIST OF TABLES AND CHARTS — *continued*

### CHAPTER 2 : THE LABOUR FORCE — *continued*

<i>Table</i>	<i>Page</i>
2.19 All Persons Aged 15 and Over: Labour Force Status, Whether Left the Labour Force Within the Last Twelve Months, Duration of Continuous Period in the Labour Force Before Leaving and Last Labour Force Activity	32
2.20 Persons Who Have Left the Labour Force: Selected Characteristics	33
2.21 Persons Who Have Left the Labour Force and Whose Last Labour Force Activity was Working: Reason for Ceasing Last Job and Whether Intended to Return to the Labour Force	34
2.22 Persons Who Had Retired from Full-time Work at Age 45 or More: Selected Characteristics	36
2.23 Persons Aged 45 and Over Who Had Retired from Full-time Work: Age at Retirement	36
2.24 Persons Aged 45 and Over: Selected Characteristics and Whether Had Retired or Intended to Retire from Full-time Work	37
2.25 Persons Aged 45 and Over Who Intended to Retire from Full-time Work: Age Intended to Retire	37
2.26 Persons Aged 45 and Over Who Intended to Retire from Full-time Work: Expected Main Source of Income at Retirement and Retirement Scheme Membership	38

### *Chart*

2.1 <i>Labour Force Participation Rates</i>	13
2.2 <i>The Australian Labour Force Framework</i>	14
2.3 <i>Labour Force Participation Rates: Age</i>	16
2.4 <i>Persons Aged 15 to 64 Who Attended an Educational Institution Full time in 1992: Selected Educational and Labour Force Characteristics</i>	22
2.5 <i>Percentage of Married-couple Families (With or Without Dependents Present) by Labour Force Status of Husband and Wife</i>	25
2.6 <i>Percentage of One-parent Families with the Parent Not in the Labour Force by Age of Youngest Dependent</i>	25
2.7 <i>Persons Who Have Left the Labour Force: Intention to Return by Main Activity Since Leaving the Labour Force</i>	34
2.8 <i>Persons Aged 45 and Over Who Had Retired from Full-time Work: Age at Retirement by Sex</i>	35

### CHAPTER 3 : EMPLOYMENT AND UNDEREMPLOYMENT

#### *Table*

3.1 Employed Persons: Status of Worker	40
3.2 Employed Persons: Full-time and Part-time Workers	40
3.3 Employed Persons: Full-time and Part-time Workers by Age	41
3.4 Employed Persons: Annual Change by Marital Status	42
3.5 Employment/Population Ratios	42
3.6 Employed Persons: Major and Minor Occupation Groups	43
3.7 Employed Persons: Industry	45
3.8 Employed Persons: Proportions by Industry	46
3.9 Employed Wage and Salary Earners: Sector	47
3.10 Employed Wage and Salary Earners: Sector and Industry	48
3.11 Employed Wage and Salary Earners: Full-time and Part-time Status, Industry and Sector	50
3.12 Employed Wage and Salary Earners: Full-time and Part-time Status, States and Territories	51
3.13 Persons Who Worked At Some Time During the Year: Time Worked During the Year, Marital Status and Full-time/Part-time Status During the Year	52
3.14 Persons Aged 15 to 69 Who Worked at Some Time During the Previous Twelve Months: Job Mobility	53
3.15 Persons Who Were Working at the Time of the Survey: Labour Mobility from Last Job to Current Job	54
3.16 Persons Who Were Working at the Time of the Survey: Duration of Current Job	54
3.17 Persons Who Ceased a Job During the Year: Duration of Last Job and Reason for Ceasing Last Job	55
3.18 Multiple Jobholders: Industry of Second Job as a Proportion of Persons Employed in that Industry	56



# LIST OF TABLES AND CHARTS — *continued*

## CHAPTER 3 : EMPLOYMENT AND UNDEREMPLOYMENT — *continued*

<i>Table</i>		<i>Page</i>
3.19	Multiple Jobholders: Selected Characteristics, Number of Multiple Jobholders, Proportion of Employed Persons and Proportion of Labour Force	57
3.20	Employees: Selected Characteristics and Whether Full-time/Part-time and Permanent/Casual Employee in Current Position	59
3.21	Job-holders Who Have Had a Break from Work of Six Months or More, Details of Most Recent Break from Work	60
3.22	Employees: Proportion Formally Appraised by Current Employer in the Last Twelve Months and Details of Current Position	61
3.23	Employees: Working Arrangements and Whether Full-time or Part-time and Permanent or Casual Employee in Main Job	64
3.24	Employees: Whether Had an Absence from Main Job in the Previous Two Weeks and Details of Absence, and Whether Had Children Aged under Twelve Years	65
3.25	Employed Leavers (from Educational Institutions) Aged 15 to 64: Type of Educational Institution Attended Full time, Industry and Whether Full-time or Part-time Workers	66
3.26	Apprentices: Year of Apprenticeship by Summary of Characteristics	67
3.27	Employed Persons Aged 15 to 69: Educational Attainment	68
3.28	Trades Qualified Persons: Summary of Characteristics and Field of Trade Qualification	70
3.29	Persons aged 15 and Over: Labour Force Status, Whether Fully Employed or Underemployed and Type of Underemployment	72
3.30	Employed Persons: Comparative Profile of Underemployed and Fully Employed, Selected Characteristics	73
3.31	Underemployed Part-time Workers Who Had Been Looking for Work with More Hours or Were Available to Start Such Work within Four Weeks: Summary of Characteristics and Preferred Number of Extra Hours	74
3.32	Underemployed Part-time Workers: Summary of Characteristics, Whether Had Been Looking for Work with More Hours and Whether Available to Start Such Work Within Four Weeks	75
3.33	Employed Persons Who Wanted to Work More Hours	76
3.34	Full-time Workers Who Worked Less than 35 Hours: Reasons	77
3.35	Part-time Workers: Whether Preferred to Work More Hours by Age	77
3.36	Persons Aged 15 to 74: Summary of Characteristics and Whether Covered by a Superannuation Scheme	80
3.37	Employed Persons Aged 15 to 74: Summary of Characteristics and Whether Covered by a Superannuation Scheme	81
 <i>Chart</i>		
3.1	<i>Employed Persons: Marital Status and Sex</i>	41
3.2	<i>Employed Persons: Percentage of Total Employed Persons by Occupation and Sex</i>	44
3.3	<i>Employed Persons: Percentage Change by Industry</i>	44
3.4	<i>Employed Wage and Salary Earners: Percentage Growth in Each Sector</i>	47
3.5	<i>Employed Wage and Salary Earners: Industry and Sector</i>	48
3.6	<i>Employed Wage and Salary Earners: Full Time and Part Time</i>	49
3.7	<i>Employed Wage and Salary Earners: Full-time Employees as a Percentage of Total by Industry and Sex</i>	49
3.8	<i>Employed Wage and Salary Earners: Proportion of Employees by Employer Unit Size, Private Sector and Industry</i>	51
3.9	<i>Multiple Jobholders as a Proportion of the Labour Force</i>	56
3.10	<i>Employees Who Have Worked with Their Current Employer for One Year or More: All Changes in Work by Sex</i>	59
3.11	<i>Job-holders Who Have Had a Break from Work for Six Months or More: Main Reason for Most Recent Break from Work and Type of Leave by Sex</i>	61
3.12	<i>Proportion of Employees Participating in Selected Working Arrangements</i>	63
3.13	<i>Proportion of Employees Who Regularly Work Overtime: Whether Most Recent Overtime was Paid or Unpaid, and Occupation</i>	65

## LIST OF TABLES AND CHARTS — *continued*

### CHAPTER 3 : EMPLOYMENT AND UNDEREMPLOYMENT — *continued*

<i>Chart</i>	<i>Page</i>
3.14 <i>Employed Leavers (from Educational Institutions) Aged 15 to 24: Industry</i>	66
3.15 <i>Percentages of Employed Persons in an Occupational Group with Post-school Qualifications</i>	68
3.16 <i>Trades Qualified Persons: Employment Status</i>	69
3.17 <i>Trades Qualified Persons Who Have a Job: Proportion Working in the Trade and Field of Trade Qualification</i>	71
3.18 <i>Trades Qualified Persons Working Outside the Trade: Reported Frequency of Use of Trade Skills and Sector</i>	71
3.19 <i>Employed Persons Who Wanted to Work More Hours: Full-time and Part-time Status</i>	76
3.20 <i>Employed Persons Who Wanted to Work More Hours as a Proportion of the Labour Force and Unemployment Rates</i>	78
3.21 <i>Employees Aged 45 to 74 Who Made Personal Contributions to a Superannuation Scheme: Expected Main Source of Income After Ceasing Full-time Work by Usual Gross Weekly Pay</i>	79

### CHAPTER 4 : UNEMPLOYMENT

<i>Table</i>	
4.1 <i>Unemployed Persons: Whether Looking for Full-time or Part-time Work</i>	83
4.2 <i>Unemployment Rates by Age</i>	84
4.3 <i>Unemployed Persons: Birthplace by Age</i>	85
4.4 <i>Unemployed Persons: Duration of Unemployment</i>	86
4.5 <i>Unemployed Persons: Duration of Unemployment, Age, Marital Status and Whether Looking for Full-time or Part-time Work</i>	87
4.6 <i>Unemployed Persons: Reason for Unemployment</i>	88
4.7 <i>Unemployed Persons: Industry and Occupation of Last Full-time Job</i>	88
4.8 <i>Unemployed Persons: Main Difficulty in Finding Work</i>	89
4.9 <i>Unemployed Persons: Active Steps Taken to Find Work</i>	89
4.10 <i>Unemployed Persons: Whether Would Move Interstate or Intrastate if Offered a Suitable Job</i>	90
4.11 <i>Persons who Started a Job for Wages or Salary During the Previous Twelve Months: Method of Job Attainment and Whether Out of Work Prior to Starting Job</i>	91
4.12 <i>Persons who Started a Job for Wages or Salary During the Previous Twelve Months: Age, Whether out of Work Prior to Starting Job and Whether Job Started Was in Preferred Occupation</i>	91
4.13 <i>Persons who Started a Job for Wages or Salary During the Previous Twelve Months, and Persons Who Had Looked for, but not Started, a Job for Wages or Salary During the Previous Twelve Months: Summary of Characteristics</i>	92
4.14 <i>Persons In the Labour Force at Some Time During the Year: Proportion who Looked for Work at Some Time, Age and Marital Status</i>	94
4.15 <i>Unemployed Persons Aged 15 to 69: Educational Attainment and Unemployment Rates</i>	95
4.16 <i>Unemployed Persons Aged 15 to 69: Educational Attainment and Age</i>	96
4.17 <i>Families With One or More Members Unemployed: Type of Family, Labour Force Status of Family Members and Whether Dependants Present</i>	97
4.18 <i>Family Status of Unemployed Persons: Unemployment Rates</i>	97
4.19 <i>Family Status of Unemployed Persons: Duration of Unemployment</i>	98
4.20 <i>Job Vacancies: Industry</i>	99
<i>Chart</i>	
4.1 <i>Unemployed Persons: Sex</i>	82
4.2 <i>Unemployment Rates: Whether Looking for Full-time or Part-time Work</i>	83
4.3 <i>Unemployment Rates: Sex</i>	84
4.4 <i>Unemployed Persons: Age</i>	85
4.5 <i>Unemployed Persons: Duration of Unemployment</i>	86
4.6 <i>Unemployed Persons: Average Duration of Unemployment and Age</i>	87
4.7 <i>Unemployed Persons: Average Duration of Unemployment by Selected Main Difficulties in Finding Work</i>	90
4.8 <i>All Persons: Proportion Who Had Looked for Work at Some Time in the Previous Twelve Months</i>	94
4.9 <i>Unemployed Persons: Family Status, Unemployment Rates</i>	98
4.10 <i>Job Vacancy Rate</i>	99

## LIST OF TABLES AND CHARTS — continued

### CHAPTER 5 : PERSONS NOT IN THE LABOUR FORCE

<i>Table</i>	<i>Page</i>
5.1 Persons Not in the Labour Force: Age	101
5.2 Persons Not in the Labour Force: Whether Looking for Work and Marital Status	101
5.3 Persons Not in the Labour Force: Family Status	102
5.4 Civilian Population Aged 15 to 69: Labour Force Status and Marginal Attachment to the Labour Force	103
5.5 Persons Not in the Labour Force with Marginal Attachment to the Labour Force: Main Reason for Not Actively Looking for Work	104
5.6 Persons Not in the Labour Force: Selected Characteristics	105
5.7 Persons Not in the Labour Force: Main Activity When Not in the Labor Force and Age	106
5.8 Persons Not in the Labour Force Who Were Discouraged Jobseekers: Age	107
5.9 Persons Aged 15 to 64 Not in the Labour Force: Whether Attending an Educational Institution and Type of Educational Institution Attending	108
5.10 Persons Aged 15 to 64 Not in the Labour Force: Educational Attainment	108

#### *Chart*

5.1 <i>Persons Not in the Labour Force: Age</i>	102
5.2 <i>Discouraged Jobseekers: Reasons for Not Actively Looking for Work</i>	107

### CHAPTER 6 : AWARD RATES, EARNINGS, LABOUR COSTS AND EMPLOYMENT BENEFITS

#### *Table*

6.1 Award Rates of Pay Indexes: Full-time Adult Employees	110
6.2 Weekly Award Rates of Pay Indexes: Full-time Adult Employees, Industry and Occupation	111
6.3 Average Weekly Earnings of Employees	113
6.4 Composition of Average Weekly Total Earnings and Average Weekly Total Hours Paid for: Full-time Adult Non-managerial Employees, Industry	114
6.5 Distribution of Full-time Adult Employees by Levels of Weekly Total Earnings: Occupation	115
6.6 Average Weekly Total Earnings, Occupation, Industry and Category of Employee	116
6.7 All Employees: Mean Weekly Earnings in All Jobs of Full-time and Part-time Workers	117
6.8 Mean Weekly Earnings from Main Job of All Employees Who Worked Full Time in their Main Job by Occupation and Industry	118
6.9 Labour Costs Per Hour Worked and Percentage Distribution, by Type of Labour Cost: Sector	120
6.10 Labour Costs: Type of Labour Cost by Industry	122
6.11 Employees in Main Job: Type of Benefit Received and Full-time Employees in Main Job and Part-time Employees in Main Job	124

#### *Chart*

6.1 <i>Award Rates of Pay Index, Average Weekly Earnings and Consumer Price Index, Annual Percentage Change</i>	109
6.2 <i>Weekly Award Rates of Pay Indexes: Full-time Adult Employees</i>	110
6.3 <i>Award Rates of Pay Indexes: Full-time Adult Employees, Annual Percentage Change, Industry and Occupation</i>	111
6.4 <i>Average Weekly Ordinary Time Earnings of Full-time Adult Employees by Sex</i>	113
6.5 <i>Distribution of All Employees by level of Weekly Total Earnings, Sector by Sex</i>	116
6.6 <i>Mean Weekly Earnings in Main Job: Total Employees and Employees Who Worked Full Time in Their Main Job by Industry</i>	118
6.7 <i>Average Labour Costs per Employee, by Industry</i>	120
6.8 <i>Superannuation Coverage by Sector</i>	121
6.9 <i>Workers' Compensation Costs per Employee</i>	121
6.10 <i>On-costs per Hour Worked, Private Sector</i>	121
6.11 <i>Proportion of Full-time Employees in Main Job Receiving Selected Benefits, by Sector</i>	123

# LIST OF TABLES AND CHARTS — continued

## CHAPTER 7 : HOURS OF WORK

<i>Table</i>	<i>Page</i>
7.1 Hours Worked by Employed Persons	125
7.2 Employed Persons: Aggregate and Average Weekly Hours Worked	126
7.3 Average Weekly Hours Worked: Employed Persons by Industry	127
7.4 Hours Paid Per Employee: States and Territories, Industry, Employer Size and Sector	128
7.5 Average Weekly Overtime Hours Paid For: Industry	130

### *Chart*

7.1 Overtime Hours Paid For: Industry	129
7.2 Average Weekly Overtime Hours per Employee	130

## CHAPTER 8 : INDUSTRIAL RELATIONS

### *Table*

8.1 Summary of Industrial Disputes	131
8.2 Industrial Disputes: Working Days Lost Per Thousand Employees, Industry	133
8.3 Industrial Disputes: Working Days Lost Per Thousand Employees, States and Territories	133
8.4 All Employees: Summary of Selected Characteristics and Whether a Member of a Trade Union	136
8.5 Trade Unions: Number of States and/or Territories of Operation	137
8.6 Trade Unions: Number of Unions According to Size of Union	137
8.7 All Employees: Award Coverage Rates by Industry and Jurisdiction	138
8.8 All Employees: Award Coverage Rates by Occupation and Jurisdiction	138

### *Chart*

8.1 Industrial Disputes: Number of Disputes	132
8.2 Industrial Disputes: Working Days Lost and Number of Employees Involved	132
8.3 Industrial Disputes: Working Days Lost Per Thousand Employees	132
8.4 Industrial Disputes: Working Days Lost Per Thousand Employees, States and Territories	134
8.5 Industrial Disputes: Working Days Lost Per Thousand Employees, Industry	134
8.6 Proportion of All Employees Who Were Members of a Trade Union, Industry	135

## CHAPTER 9 : TRAINING

### *Table*

9.1 Average Training Expenditure: Employer Size by Sector	140
9.2 Average Training Expenditure: Industry	141
9.3 Average Paid Training Time: Fields of Training by Type of Training	144
9.4 Composition of Training Expenditure: Sector	144
9.5 Persons Who Had a Wage or Salary Job in the Last Twelve Months: Summary of Characteristics and Categories of Training Undertaken	146
9.6 Persons Who Had a Wage or Salary Job in the Last Twelve Months: Summary of Employment Characteristics and Categories of Training Undertaken in the Last Twelve Months	147

### *Chart*

9.1 Total Training Expenditure by Sector	139
9.2 Average Training Expenditure by Sector	140
9.3 Training Expenditure by Industry	142
9.4 Gross Wages and Salaries for Time Receiving Training by Field of Training	143
9.5 Persons Who Had a Wage or Salary Job in the Last Twelve Months: Categories of Training Undertaken	147
9.6 Employees Working With Their Main Period Employer: Size of Employer's Business (Number of Employees Throughout Australia) and Adequacy of Job Training	147
9.7 Persons In, or Marginally Attached to, the Labour Force: Employment Status and Summary of Training Undertaken	148



# LIST OF TABLES AND CHARTS—continued

## CHAPTER 10 : INTERNATIONAL COMPARISONS

<i>Table</i>		<i>Page</i>
10.1	Estimated Mid-year Population	149
10.2	Civilian Labour Force	150
10.3	Civilian Labour Force Participation Rates	151
10.4	Civilian Employment/Population Ratios	151
10.5	Civilian Employment	152
10.6	Distribution of Civilian Employment by Economic Sector	153
10.7	Employed Persons by Occupation	155
10.8	Average Hours of Work Per Week in Non-agricultural Activities	155
10.9	Standardised Unemployment Rates	156
10.10	Unemployment Rates: Age	156
10.11	Industrial Disputes: Number of Disputes, Workers Involved, Working Days Lost and Working Days Lost Per Thousand Employees	159
 <i>Chart</i>		
10.1	<i>Civilian Labour Force: Percentage Change</i>	150
10.2	<i>Civilian Employment: Percentage Change</i>	152
10.3	<i>Civilian Employment: Percentage Change, Economic Sector by Sex</i>	154
10.4	<i>Unemployment Rates by Sex</i>	157
10.5	<i>Percentage Change in Consumer Price Indexes and Wages in Manufacturing</i>	158

## GENERAL INFORMATION

### Symbols

The following *symbols*, where shown in columns of figures or elsewhere in tables, mean:

- n.a. not available
- . . not applicable
- nil or rounded to zero
- break in continuity of series
- \* subject to sampling variability too high for most practical uses
- p preliminary — figure or series subject to revision
- r figures or series revised since previous issue

### Other

Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

## **PREFACE**

This publication presents a statistical summary of the operations of the Australian labour market. Topics covered include employment, unemployment and underemployment; award rates, earnings and labour costs; hours of work, industrial relations and training. International comparisons of the more important labour statistics also are provided.

The publication has been developed primarily as a reference document, offering an overview of the labour market data produced by the ABS, and providing a base for analysis and research on any aspect of the labour market. It is also of value to those who want an overall picture and to those who require an introduction to the range of ABS labour statistics. Throughout each chapter, some of the more significant elements and trends of the Australian labour market have been highlighted. For many of the specific statistics included in this publication, more recent data is available in other ABS publications dealing with particular topics

Readers should note that the data presented in the publication do not cover the full range of labour statistics produced by the ABS. More detailed information is contained in the specific ABS publications indicated at the bottom of each chart or table and listed in Data Sources on pages 160 and 161. Individual publications also contain details of ABS officers who may be contacted for further information about the statistics.

The statistics shown generally relate to the calendar year 1993. In many cases, a time series of the principal characteristics is provided. Definitions are given in the Glossary, and information on methods of collection and concepts are given in the Technical Notes.

**Australian Bureau of Statistics  
Belconnen, ACT 2616  
December 1994**

**IAN CASTLES  
Australian Statistician**

## INTRODUCTION

### LABOUR STATISTICS — A BROAD FIELD

User demand on the ABS in the field of labour market statistics has been considerable and consistent over many years and has led to continued improvements in the range, quality and comprehensiveness of the data.

Nevertheless, because pressure comes from users in both the economic and social areas, and because their specific needs for data are many and varied, the demand for an even more comprehensive service continues.

Broadly, users tend to be interested in one or several of the following topics:

- the social, demographic, industrial, occupational, educational and labour force characteristics of the working age population, including employment and unemployment levels;
- earnings and non-wage benefits derived from the efforts of labour, and award rates of pay;
- work patterns, hours of work, job satisfaction and work preferences;
- industrial relations;
- labour costs and labour productivity;
- the relationship of labour market indicators to other social and economic data; and
- education, training and career paths.

### SOURCES OF LABOUR STATISTICS

The ABS draws from both household and employer based surveys as well as administrative data to produce the wide range of labour market statistics currently available.

#### Household Surveys

*Household surveys* include the monthly Labour Force Survey, supplementary surveys carried out in conjunction with the Labour Force Survey and a set of separate special household surveys employing appropriate methodologies.

The *Labour Force Survey* has been conducted by the ABS from the early 1960s. Collection of monthly labour force data began in February 1978, prior to which it had been conducted at quarterly intervals. (The data are published in *The Labour Force, Australia, Preliminary* (6202.0) and in *The Labour Force, Australia* (6203.0).)

*Supplementary surveys* attached to the Labour Force Survey have been conducted since the 1960s. They enable the ABS to collect information on new topics or to obtain more detail on topics already covered in the Labour Force Survey. Since the mid-seventies, the range of topics which have been covered by the supplementary survey program has increased markedly, and the conduct of some

surveys on a regular basis has led to the development of time series of various social and labour force indicators.

*Special supplementary surveys* are generally large scale omnibus surveys covering topics considered too complex or sensitive to be incorporated into a monthly supplementary survey. Some of the more recent topics related to the labour market covered by this collection vehicle include:

- The *1993 Survey of Training and Education* which collected information from the civilian population aged 15 to 64 on socio-demographic characteristics, work history details, training activities, educational profile, recent study for an educational qualification, computer use, access to training, in-house training courses, external training courses, on-the-job training and training requirements. As well, information on the frequency of use of trade skills, trade qualification details and career paths was collected from people with trade qualifications and people who had worked as tradespersons in Australia. A similar survey was conducted in 1989, see the publications *Training and Education Experience, Australia* (6278.0) (formerly *How Workers Get Their Training*) and *Career Paths of Persons with Trade Qualifications, Australia* (6243.0).
- The *1990 Survey of Income and Housing Costs and Amenities* which collected income data from persons aged 15 and over on a weekly and last financial year (1989-90) basis. In addition to income levels it also obtained data on sources of income and a range of labour force and demographic characteristics. Financial year income data for persons with earned income are published in *1990 Survey of Income and Housing Costs and Amenities, Persons With Earned Income* (6546.0). Data on the weekly income of income units are released in *1990 Survey of Income and Housing Costs and Amenities, Income Units* (6523.0). The survey also collected information on housing costs and dwelling characteristics. Such data is contained in *1990 Survey of Income and Housing Costs and Amenities, Housing Occupancy and Costs* (4130.0) and in a range of standard tables from the survey which are available on request.
- The *1988-89 Household Expenditure Survey (HES)* which collected data on 'household expenditure', namely expenditure on goods and services for private consumption. To complement the expenditure data, the survey also collected information about the demographic, labour force and income characteristics of the households and their members. For detailed information about the HES refer to *Information*



*Paper: 1988-89 Household Expenditure Survey, Australia (6527.0).*

The Household Expenditure Survey was conducted again during 1993-94 and results will be available in 1995.

A list of publications derived from supplementary and special surveys relating to the labour force is shown on page 162.

The *Australian Labour Market, 1993* (6284.0) draws on some of the above sources to provide a wide range of information about Australians and their labour market involvement. Information is presented as a collection of summary articles including some graphs and tables.

For more information on the population survey program, see *Directory of Labour Market and Social Survey Data* (1135.0).

### **Employer Surveys**

For many years, estimates of civilian employees, average weekly earnings, distribution and composition of employee earnings and hours and job vacancies and overtime were based on a statistical framework constructed from lists of employers subject to payroll tax, supplemented by lists of government employers, religious and benevolent institutions and other non-profit organisations. Following a review conducted in 1981, it was concluded that the civilian employees series had substantially underestimated the rate of growth in employment because a significant number of small businesses were exempt from payroll tax. This deficiency in coverage of small businesses also adversely affected the quality of data on average weekly earnings because small businesses were under-represented in estimates based on the payroll tax framework.

In the light of the review, it was decided that the information required would be best obtained directly from employers using sample surveys based on the ABS register of businesses and organisations. Consequently, a new integrated statistical system based on the business register was developed. Since May 1983, the following new or upgraded surveys have been introduced:

- Quarterly Survey of Average Weekly Earnings;
- Quarterly Survey of Employment and Earnings;
- Quarterly Survey of Job Vacancies and Overtime;
- Annual Survey of Employee Earnings and Hours;
- Biennial Survey of Major Labour Costs and supplementary Survey of Wage Costs; and
- Survey of Employer Training Expenditure.

To provide a statistical link between the old and new series, the interim surveys have been conducted in parallel with the new Surveys of Employment and Earnings and Average Weekly Earnings for the September and December quarters 1983. The publication *1941-1990 Average Weekly Earnings* (6350.0) contains linked series from 1941 onwards. Further details on the new statistical series outlined above have been published in *Information Paper: New Statistical Series — Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0).

The *Survey of Employee Earnings and Hours* was conducted annually to 1981, again in 1983 and then annually from 1985 onwards. The *Survey of Major Labour Costs* was conducted annually from 1985-86 to 1991-92 and will be conducted biennially from 1993-94. Both the public and private sectors have been covered since 1986-87. The first *Training Expenditure Survey* was conducted in 1989. Subsequent surveys were conducted in 1990 and 1993.

### **Census of Population and Housing**

Censuses of Population and Housing, conducted every five years, obtain information about the labour force, including social and demographic characteristics and occupation and industry profiles. Final results from the 1991 Census have been released.

### **A Guide to Labour Statistics**

The publication *A Guide to Labour Statistics* (6102.0) was released in early 1986. The Guide provides an overview of:

- the development of labour statistics in Australia;
- major International Labour Organisation conventions providing the rationale for such statistics;
- the concepts, methodology and sources of ABS labour market data;
- the comparability between different ABS and non-ABS data sources.

The development of the Guide grew out of a recognition by the ABS that users required more than the ongoing issue of ABS labour market data. The Guide is structured according to subject matter topics similar to chapter headings used in this publication, and is intended as a companion volume to this publication. An updated edition of the guide is planned for release in 1994.

### **CLASSIFICATIONS**

#### **Australian Standard Classification of Occupations (ASCO)**

ASCO is a skill-based classification of occupations developed as a national standard for the production and analysis of labour force statistics, human resources management, education planning, the listing of job applicants and vacancies, the provision of occupational information, conducting social research and for vocational guidance.

The First Edition of ASCO was released in September 1986 as the result of an extensive joint project undertaken by the ABS and the then Department of Employment and Industrial Relations (DEIR). To maintain the relevance of the national standard for occupation statistics, a review of ASCO will be completed by the ABS and the Department of Employment, Education and Training in time for implementation in the 1996 Census of Population and Housing.

ASCO groups occupations on the basis of type of work, which is defined in terms of two criteria – skill level and skill specialisation.

Skill level is a function of the range and complexity of the set of tasks involved. It is measured in terms of the length and type of education and training, and the experience usually necessary for the satisfactory performance of the set of tasks. Skill specialisation is measured in terms of the field of knowledge required, tools and equipment used, materials worked on and goods and services produced in relation to the tasks performed.

These skill characteristics were used to group jobs into 1,079 occupations, 282 unit groups, 52 minor groups and 8 major groups. At major group level, groups are separated principally according to skill level; at the lower levels the skill specialisation criterion is applied in successively finer degrees of detail.

ASCO was introduced into ABS collections from May 1986, and is now used in all ABS censuses and surveys where occupation data are collected, including the five yearly Census of Population and Housing, the Monthly Population Survey and the Annual Survey of Employee Earnings and Hours. In most collections data are coded at the unit group level. The 1991 Census of Population and Housing, however, has been coded to the occupation level of ASCO.

In 1990, ASCO was introduced into administrative by-product statistics related to registrations of vital statistics. Data on occupation of parents for births, and occupation of persons for whom deaths or divorces are recorded, are coded at minor group level using an automatic coding system operating on occupation title responses only. Data on overseas arrivals and departures are now coded to the unit group level of ASCO.

Data on occupation in ABS labour statistics collected before 1986 were coded to the Classification and Classified List of Occupations (CCLO). While the titles of some of the groups in the two classifications are similar, the content of the groups in the two classifications is generally different because occupations are grouped according to different criteria. These differences are likely to have been accentuated by the introduction of a structured method for coding survey data to ASCO. Extreme caution must therefore be exercised in attempting to compare data coded to CCLO with that coded to ASCO.

A cross-tabulation of the two classifications at the major group level was presented in Table 41 of the August 1986 issue of *The Labour Force, Australia* (6203.0).

The estimates contained in this table were produced by coding a sub-sample of occupation responses from the May 1986 Labour Force Survey to both ASCO and CCLO. Occupation data from the 1986 Survey of Employee Earnings and Hours were coded to both classifications and presented in the May 1986 issue of *The Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0). More detailed information on the relationship between ASCO and CCLO is presented in *Census 86 — ASCO/CCLO Link* (2182.0) and *Census 86 — ASCO/CCLO Link File: Technical Details* (2199.0). (See also *Information Paper: ASCO — Australian Standard Classification of Occupations* (1221.0).)

CCLO was originally based on the 1958 version of the International Standard Classification of Occupations (ISCO) and thus afforded Australian labour force statistics some international comparability. There were many severe criticisms of CCLO and thus ASCO was developed using a completely different conceptual approach. Since the publication of ASCO in 1986, ISCO (1988) has been revised using a very similar conceptual approach to that adopted for ASCO. A large number of countries have revised, or are currently revising, their national classifications along similar lines.

The following publications about ASCO are available from the ABS:

1. *Information Paper: ASCO — Australian Standard Classification of Occupations* (1221.0). This paper provides an introduction to the Australian Standard Classification of Occupations (ASCO), including an overview of the ASCO structure, the ASCO Coding System and a guide to interpreting ASCO statistics. It also provides details of other publications dealing with the relationship between ASCO and CCLO.
2. *ASCO Statistical Classification* (1222.0) outlines the conceptual basis and structure of ASCO, and provides definitions of the major, minor and unit groups in the classification. It is intended principally as an aid in interpreting statistics coded to ASCO.
3. *ASCO Occupation Definitions* (1223.0) comprises the definitions of the ASCO criteria, code conventions, listings of the ASCO structure, definitions of the 1,079 occupations at the most detailed level of the classification, and the Keyword Index of Structure Titles.
4. *ASCO Expert Coding System: Unit Group Level* (1224.0) includes a Coder's Manual, User's Manual and printed copies of the coding indexes in alphabetical and numerical order. The system runs on IBM PC compatible microcomputers.
5. *ASCO Manual Coding System: Unit Group Level* (1225.0) details the procedures and provides the indexes required for the accurate manual coding of survey responses to ASCO. Other indexes con-

tained in the *Statistical Classification* and the *ASCO Dictionary* are not suitable for this purpose.

6. *ASCO Expert Coding System: Occupation Level* (1226.0) is similar to 1224.0 but enables the coding of occupation information to the occupation level of ASCO (1,079 categories).

7. *ASCO Manual Coding System: Occupation Level* (1227.0) specifies the procedures and provides the indexes for the manual coding of occupation data to the 1,079 categories at the most detailed level of ASCO. It is intended for users who wish to assign 6-digit ASCO codes on the basis of relatively detailed information such as that which is available from human resource management systems, job vacancies specifications or responses in special purpose statistical collections.

8. *ASCO Keyword Index of Unit Group Tasks* (1228.0) is primarily designed to assist in resolving problems arising in the course of coding occupation descriptions to the unit group level of ASCO.

9. *ASCO Keyword Index to Occupation Definitions* (1229.0). This publication contains an index of selected words used in Occupation Definitions as published in *ASCO Occupation Definitions* (1223.0)

The keyword index publications (1228.0 and 1229.0) are particularly useful in finding the correct ASCO code for an occupation when no title or an inadequate title is available and the coder needs to use task information. They are not intended to be coding documents in their own right, but rather guides to locating relevant unit group and occupation definitions respectively.

The *ASCO Dictionary* (AGPS Cat. No. 85 1291 0) (now out of print) was produced jointly by ABS and DEIR (now the Department of Employment, Education and Training) and contained descriptions of all groups in the classification down to the occupation level.

#### **Australian Bureau of Statistics Classification of Qualifications (ABSCQ)**

The ABSCQ was designed for use in the collection and presentation of data on qualifications held by the

population. For the purposes of the ABSCQ, an "educational qualification" is considered to be an award for attainment, as a result of formal learning, from an accredited post-school institution.

Qualifications can be classified according to the following two elements: *level of attainment* and *field of study*. Level of attainment is a function of the quality and quantity of learning necessary to obtain that qualification. Field of study refers to the subject matter taught in the course of study leading to the award of a particular qualification.

The ABSCQ was first used in the 1991 Census of Population and Housing, and is now being progressively introduced into other ABS collections. Further details about the ABSCQ, including related publications, can be found in *Information Paper: Australian Bureau of Statistics Classification of Qualifications — ABSCQ* (1263.0).

#### **Australian Standard Industrial Classification (ASIC)**

The ASIC has been designed primarily as a system for classifying establishments, e.g. individual mines, factories, shops, etc., by industry. An 'industry' i.e. an individual class or group, etc. in ASIC consists of the establishments which have been classified to it.

A new edition of this classification, the Australian and New Zealand Standard Industrial Classification (ANZSIC) was released in May 1993. It was produced in consultation with Statistics New Zealand and will become the standard industrial classification for both countries. The ANZSIC is to be introduced into ABS collections progressively, with the first statistics on an ANZSIC basis released during 1993.

#### **Australian Standard Classification of Countries for Social Statistics (ASCCSS)**

The ASCCSS is a classification of countries based on the concept of geographic proximity. It groups neighbouring countries into progressively broader geographic areas on the basis of their similarity in terms of social, cultural, economic and political characteristics.

The classification is intended for use whenever demographic, labour and social statistics are classified by country.

# CHAPTER 1

## SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

This chapter presents a brief summary of the more important population statistics which are relevant to the structure and activities of the labour market. Important factors highlighted in the statistics include current trends in population growth, the age-sex composition of the population and projections of the population of working age. Details of overseas settler arrivals provide a further pointer to the future make-up of the population. Other population-related factors which are included in the statistics presented include the composition of families, levels of educational attainment, and characteristics of migrants.

### Population

The estimated resident population of Australia at 30 June 1993 was 17,661,500, an increase of 178,900 since 30 June 1992. This represented a growth rate of 1.02 per cent, down slightly from 1.15 per cent for the previous year. The growth rate has declined each year from 1989 (1.71%) to 1993 (1.02%).

Principal features of current trends in population growth are low fertility, increasing longevity and declining net overseas migration gains. The rate of natural increase, i.e. births minus deaths as a proportion of population, is relatively steady because the low birth rate is being offset by the low death rate. The combined outcome of these trends is declining levels of total population growth and a gradual ageing of the Australian population.

Over the decade since 30 June 1983, for example, the median age of the population has risen from 30.2 years to 33.0 years. The dependency ratio for 0-14 year-olds (i.e. population aged 0-14 years per thousand persons aged 15-64) has declined from 37.1 in 1983 to 32.6 in 1993 and the dependency ratio for persons aged 65 years and over (i.e. expressed per thousand population aged 15-64 years) has risen from 15.2 in 1983 to 17.5 in 1993. The working-age population has also been ageing, though at a slower rate. The proportion of the population in the young working ages 15-24 has declined from 17.1 per cent in 1983 to 15.6 per cent in 1993, and, although the proportion in the older working ages 50-64 years has also fallen (from 14.1 per cent to 13.4 per cent), the net result for the total age group 15-64 has been a rise in the median age from 34.6 years to 36.2 years over the ten-year period.

At 30 June 1993 the population aged 15-64 years was 11,769,400. The numbers of people in this age group have been increasing at a faster rate (now 16.5% higher than 1983) than the population as a whole (14.8% higher) due to the concentration of overseas arrivals in this age group. The proportion of Australia's population which is of working age has consequently risen. In 1983 it comprised 65.7 per cent of the population; in 1993 it was 66.6 per cent.

### Labour Force

Projections of the civilian labour force and labour force participation rates, based on a study of seasonally adjusted labour force participation rates up to August 1993 together with the Series A and D population projections, are published in *Labour Force Projections, Australia 1995-2011* (6260.0). The labour force projections illustrate the size and composition of the future Australian civilian labour force which would be achieved if the underlying assumptions were realised. See the Technical Notes for further information about Series A to D.

The civilian labour force is projected to grow from 8.6 million persons in 1993 to between 10.6 million (Series A) and 10.9 million (Series D) persons in the year 2011 (see Chart 1.3). A labour force numbering 10.6 million in 2011 equates to an average growth rate of 1.2 per cent per annum during the period 1993 to 2011. The annual growth rate of the labour force is projected to decline gradually, from 1.3 per cent in the year to June 1996 to 0.6 per cent in the year to June 2011. For Series A, the number of males in the labour force is projected to be 5.8 million in 2011 with an average annual growth rate of 0.8 per cent between 1993 and 2011. For females, the projected labour force in 2011 is 4.9 million, representing an average annual rate of growth of 1.7 per cent over the previous eighteen years. These results would shift the male/female ratio of the labour force from 58 per cent/42 per cent in 1993 to 54 per cent/46 per cent in 2011.

The labour force projections show a changing age structure for the labour force. Persons aged 15-24 represent a declining proportion of the total labour force, falling from 21.8 per cent in 1993 to 17.8 per cent in 2011. Persons in the older age groups are thus projected to contribute a larger share of the labour force. The 45-54 age group is projected to grow from 18.5 per cent in 1993 to 22.9 per cent in 2011, while the 55-64 age group is projected to grow from 7.4 per cent of the labour force to 10.8 per cent over the same period.

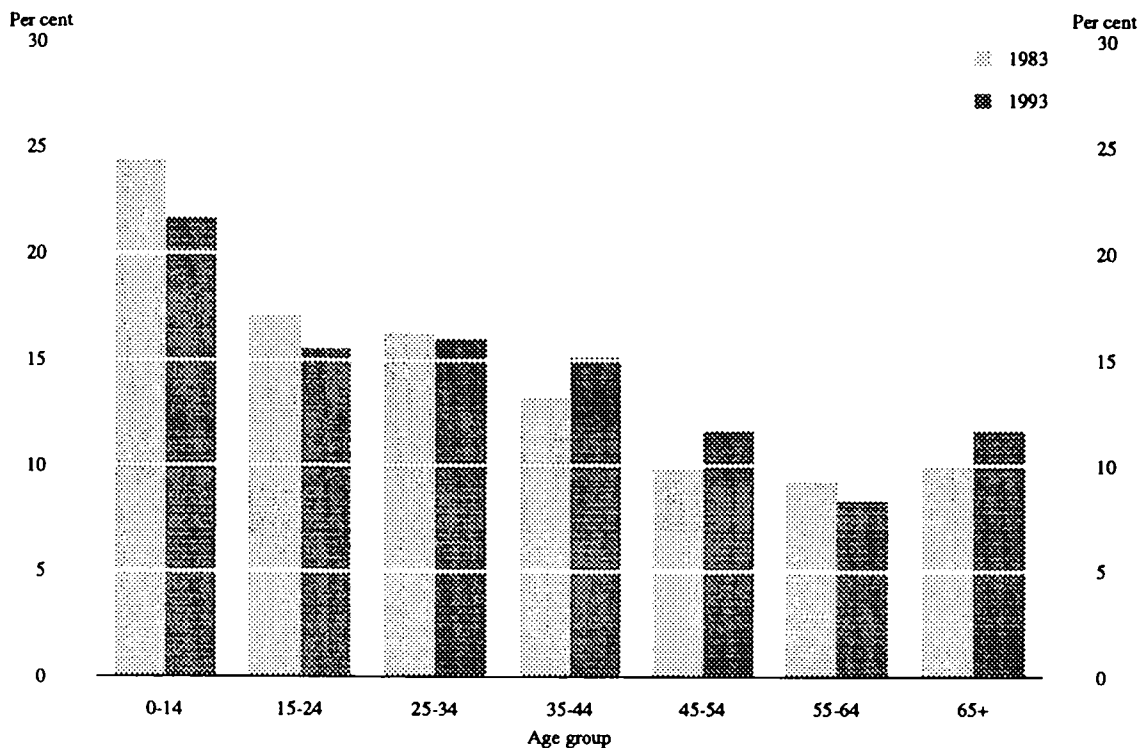
Male participation rates are projected to fall from 73.7 per cent in 1993 to 69.2 per cent in 2011 and the female participation rate is estimated to grow by 5 percentage points, from 51.8 to 56.8 per cent. The significantly higher increase in female participation is reflected in the 20 to 59 year age group. The overall projected participation rate for males is influenced as a result of the changing age structure of the population projections as well as the declining participation rates for each age group (see Chart 1.4).

**TABLE 1.1 ESTIMATED RESIDENT POPULATION BY AGE GROUPS, AUSTRALIA**  
**30 JUNE 1990, 1991, 1992 and 1993 p**

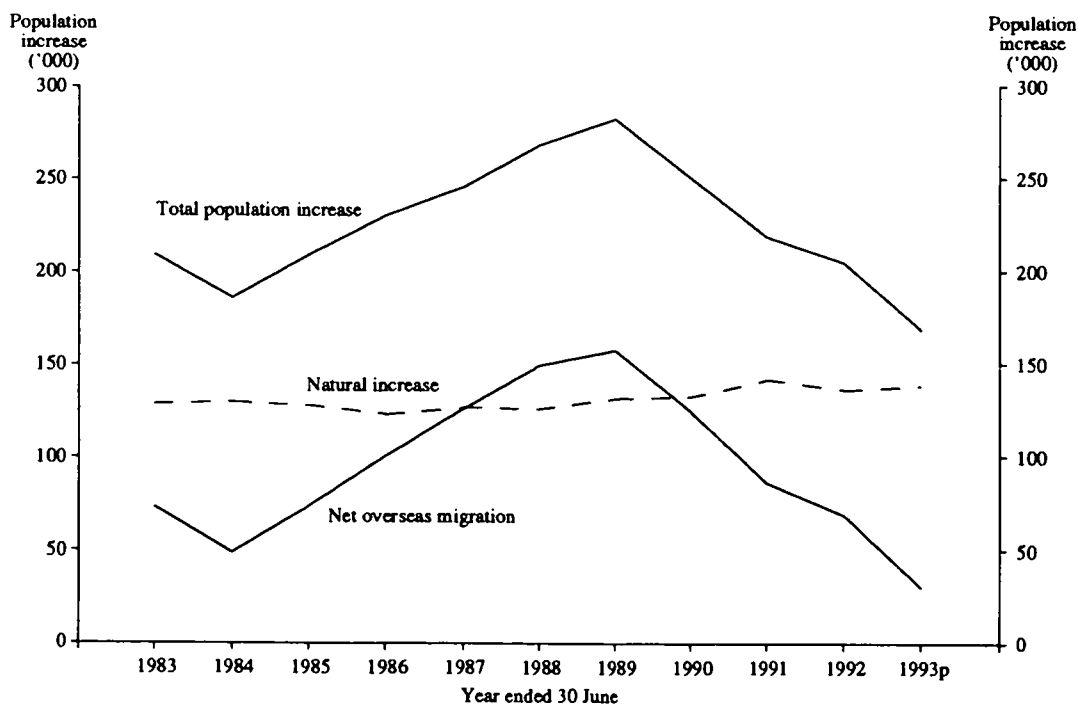
Age group (years)	Number				Per cent of total population			
	1990	1991	1992	1993 p	1990	1991	1992	1993 p
<b>MALES</b>								
0-4	645,231	652,302	656,935	660,491	3.78	3.77	3.76	3.74
5-9	647,321	652,418	655,720	654,411	3.79	3.77	3.75	3.71
10-14	633,992	638,311	642,650	648,948	3.72	3.69	3.67	3.68
15-19	717,426	698,773	679,645	665,302	4.20	4.04	3.89	3.77
20-24	688,523	707,124	726,476	736,152	4.03	4.09	4.15	4.17
25-29	715,830	702,728	692,546	683,500	4.19	4.07	3.96	3.87
30-34	699,153	713,784	725,568	729,975	4.10	4.13	4.15	4.13
35-39	656,292	664,228	673,702	681,985	3.85	3.84	3.85	3.86
40-44	640,461	655,138	654,565	654,302	3.75	3.79	3.74	3.71
45-49	503,478	526,498	561,608	595,939	2.95	3.05	3.21	3.38
50-54	420,262	433,762	447,166	456,802	2.46	2.51	2.56	2.59
55-59	366,929	367,302	373,830	383,688	2.15	2.13	2.14	2.17
60-64	367,815	366,779	362,272	355,925	2.16	2.12	2.07	2.02
65-69	313,789	320,142	325,240	330,775	1.84	1.85	1.86	1.87
70-74	217,888	228,494	239,249	250,311	1.28	1.32	1.37	1.42
75-79	154,537	158,993	162,310	163,812	0.91	0.92	0.93	0.93
80-84	80,776	84,413	88,162	93,051	0.47	0.49	0.50	0.53
85 and over	41,566	44,220	47,295	50,831	0.24	0.26	0.27	0.29
<b>All ages</b>	<b>8,511,269</b>	<b>8,615,409</b>	<b>8,714,939</b>	<b>8,796,200</b>	<b>49.88</b>	<b>49.85</b>	<b>49.83</b>	<b>49.82</b>
<b>FEMALES</b>								
0-4	612,921	619,401	624,086	626,776	3.59	3.58	3.57	3.55
5-9	614,981	619,790	622,730	622,667	3.60	3.59	3.56	3.53
10-14	600,548	603,308	608,137	613,677	3.52	3.49	3.48	3.48
15-19	684,977	665,301	645,481	631,519	4.01	3.85	3.69	3.58
20-24	669,837	689,640	706,416	713,436	3.93	3.99	4.04	4.04
25-29	706,777	696,935	688,676	679,320	4.14	4.03	3.94	3.85
30-34	694,449	711,951	724,750	730,173	4.07	4.12	4.14	4.14
35-39	656,478	664,159	675,653	685,320	3.85	3.84	3.86	3.88
40-44	618,755	639,133	642,605	647,898	3.63	3.70	3.67	3.67
45-49	478,641	502,647	538,595	573,621	2.80	2.91	3.08	3.25
50-54	400,880	413,172	424,543	433,753	2.35	2.39	2.43	2.46
55-59	359,137	358,648	365,621	375,186	2.10	2.08	2.09	2.12
60-64	370,653	370,089	365,165	357,748	2.17	2.14	2.09	2.03
65-69	348,562	351,248	352,908	356,132	2.04	2.03	2.02	2.02
70-74	270,638	282,261	292,925	303,448	1.59	1.63	1.67	1.72
75-79	220,691	225,502	229,500	231,240	1.29	1.30	1.31	1.31
80-84	139,325	145,415	151,095	157,478	0.82	0.84	0.86	0.89
85 and over	105,609	110,027	115,247	121,787	0.62	0.64	0.66	0.69
<b>All ages</b>	<b>8,553,859</b>	<b>8,668,627</b>	<b>8,774,133</b>	<b>8,861,179</b>	<b>50.12</b>	<b>50.15</b>	<b>50.17</b>	<b>50.18</b>
<b>PERSONS</b>								
0-4	1,258,152	1,271,703	1,281,021	1,287,267	7.37	7.36	7.32	7.29
5-9	1,262,302	1,272,208	1,278,450	1,277,078	7.40	7.36	7.31	7.23
10-14	1,234,540	1,241,619	1,250,787	1,262,625	7.23	7.18	7.15	7.15
15-19	1,402,403	1,364,074	1,325,126	1,296,821	8.22	7.89	7.58	7.34
20-24	1,358,360	1,396,764	1,432,892	1,449,588	7.96	8.08	8.19	8.21
25-29	1,422,607	1,399,663	1,381,222	1,362,820	8.34	8.10	7.90	7.72
30-34	1,393,602	1,425,735	1,450,318	1,460,148	8.17	8.25	8.29	8.27
35-39	1,312,770	1,328,387	1,349,355	1,367,305	7.69	7.69	7.72	7.74
40-44	1,259,216	1,294,271	1,297,170	1,302,200	7.38	7.49	7.42	7.37
45-49	982,119	1,029,145	1,100,203	1,169,560	5.76	5.95	6.29	6.62
50-54	821,142	846,934	871,709	890,555	4.81	4.90	4.98	5.04
55-59	726,066	725,950	739,451	758,874	4.25	4.20	4.23	4.30
60-64	738,468	736,868	727,437	713,673	4.33	4.26	4.16	4.04
65-69	662,351	671,390	678,148	686,907	3.88	3.88	3.88	3.89
70-74	488,526	510,755	532,174	553,759	2.86	2.96	3.04	3.14
75-79	375,228	384,495	391,810	395,052	2.20	2.22	2.24	2.24
80-84	220,101	229,828	239,257	250,529	1.29	1.33	1.37	1.42
85 and over	147,175	154,247	162,542	172,618	0.86	0.89	0.93	0.98
<b>All ages</b>	<b>17,065,128</b>	<b>17,284,036</b>	<b>17,489,072</b>	<b>17,657,379</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

Source: Australian Demographic Statistics (3101.0)

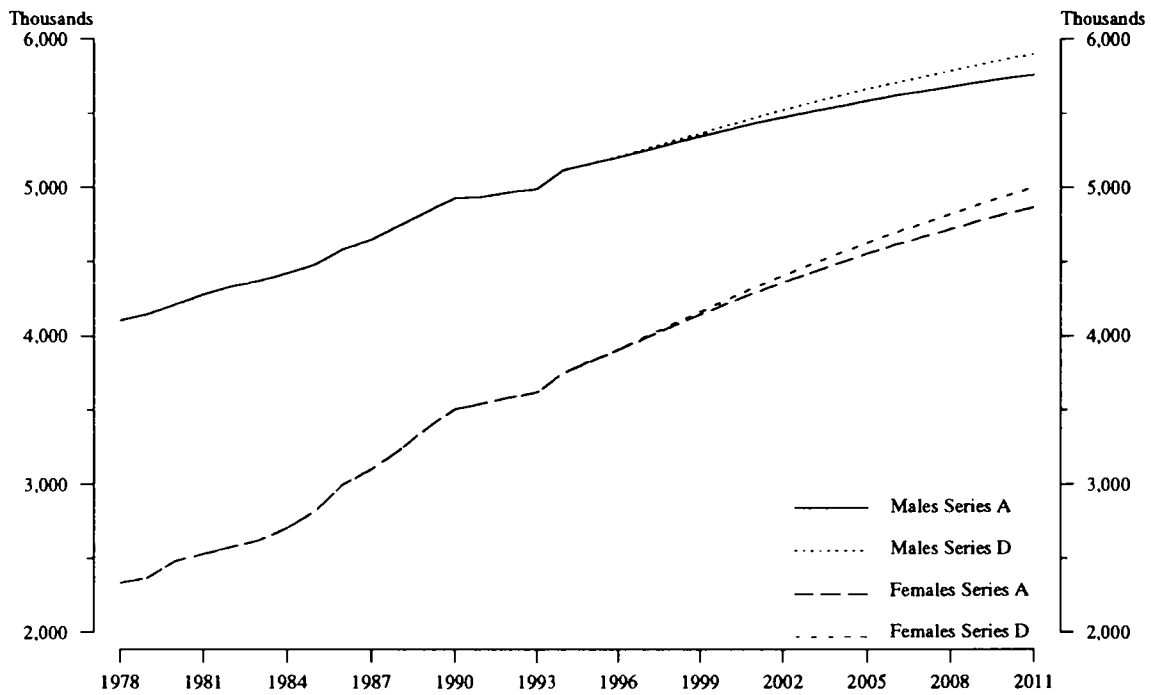
**CHART 1.1. ESTIMATED RESIDENT POPULATION: PROPORTION OF POPULATION IN SELECTED AGE GROUPS, AUSTRALIA**



**CHART 1.2. ESTIMATED RESIDENT POPULATION: COMPONENTS OF GROWTH(a), AUSTRALIA**

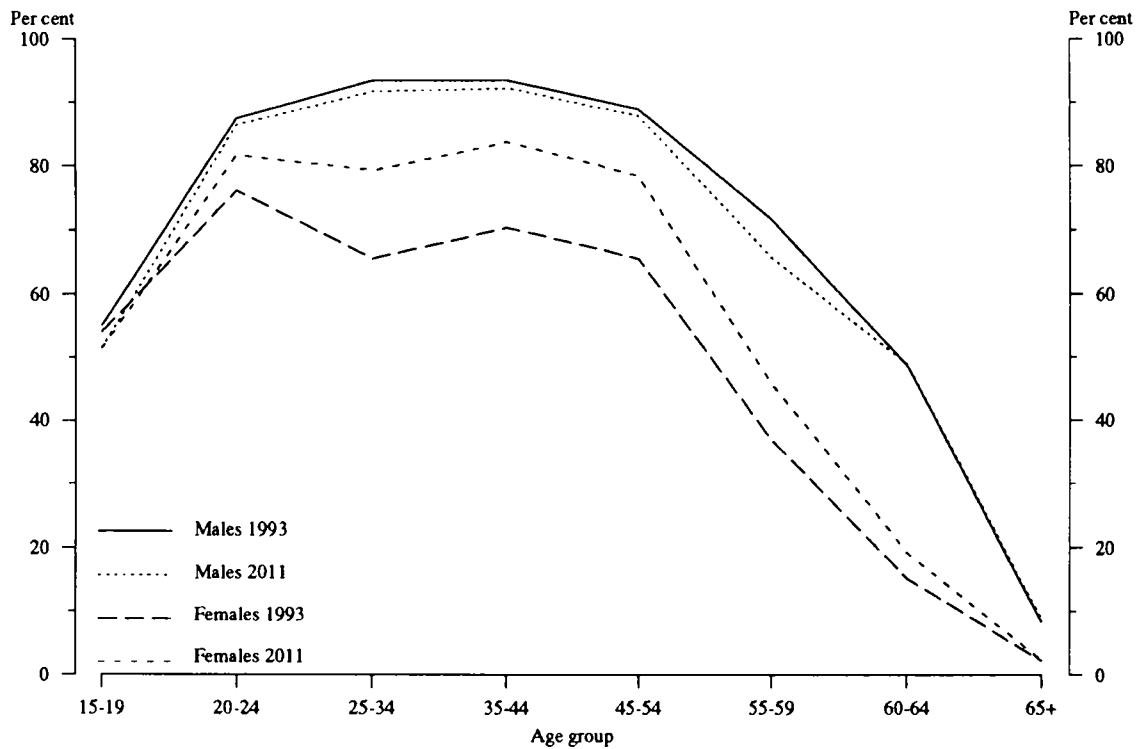


**CHART 1.3. CIVILIAN LABOUR FORCE  
ESTIMATES AND PROJECTIONS  
AUSTRALIA**



Source: Labour Force Projections, Australia, 1995-2011 (6260.0)

**CHART 1.4. LABOUR FORCE PARTICIPATION RATES  
AUSTRALIA**



Source: Labour Force Projections, Australia, 1995-2011 (6260.0)

## Migration

From the peak of 1987-88 (143,200) annual net overseas migration gains have been declining steadily, dropping to 137,200 in 1988-89, 103,900 in 1989-90, 94,800 in 1990-91, 89,900 in 1991-92 and 62,700 in 1992-93. The decline in the net gain has been mainly due to a sharp rise in the number of departures from Australia up to 1991-92, together with a small decline in the number of arrivals over the same period, followed by a large drop in the number of arrivals in 1992-93 and a slight decrease in the number of departures.

Although the net gain in overseas arrivals of working age also declined in 1992-93 (see Chart 1.5), the proportion of the net overseas migration gain who were aged 15-64 years has not changed significantly. This proportion remained steady at about 70 per cent of the net gain since 1984-85 rising to 74 per cent in 1992-93. (In the early 1980s it had fallen, as the incidence of unemployment in Australia rose.)

In 1992-93 the United Kingdom retained its traditional position as the major source country for settlers from overseas, providing 12 per cent of the total. Next was Hong Kong which provided 8.5 per cent, followed by Vietnam with 7.4 per cent. Countries of Europe and the former USSR excluding the UK, provided 17 per cent of settlers from overseas, while Southern Asia provided 8.7 per cent and countries of North-east Asia excluding Hong Kong provided 7.8 per cent.

TABLE 1.2. PERMANENT AND LONG-TERM OVERSEAS ARRIVALS AND DEPARTURES (a): AGE AND SEX  
AUSTRALIA

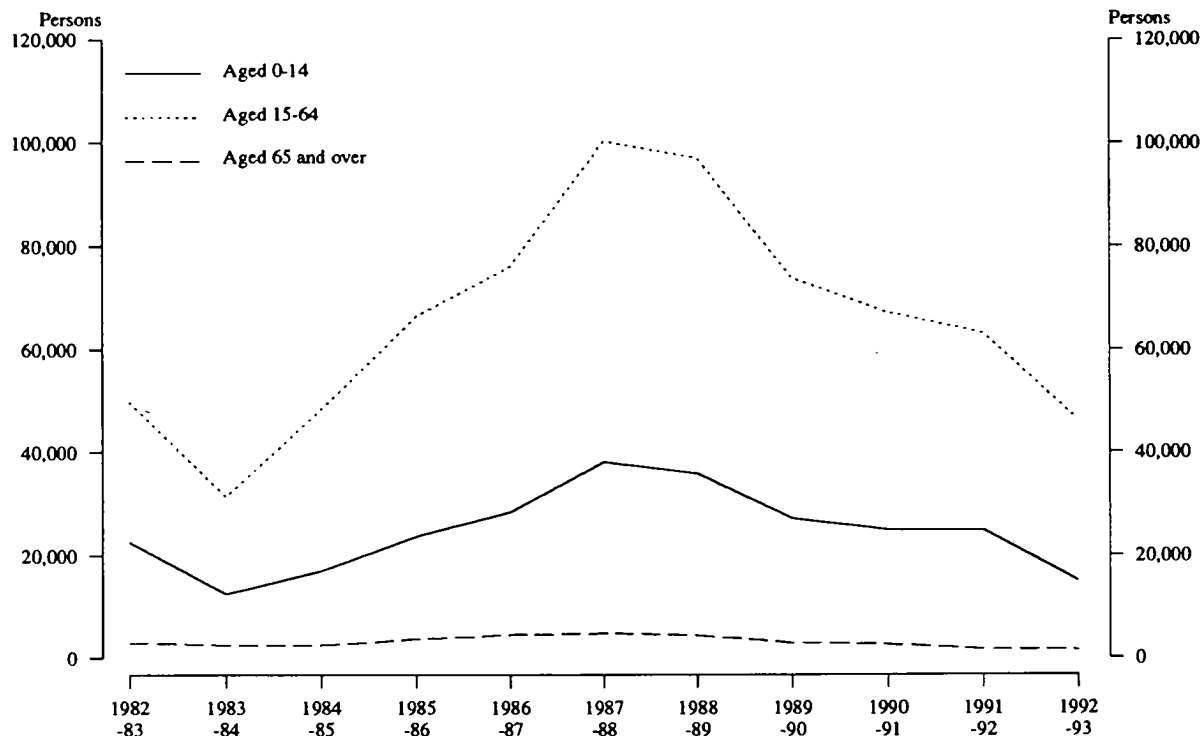
Age group (years)	Year ended 30 June											
	Arrivals						Departures					
	1988	1989	1990	1991	1992	1993	1988	1989	1990	1991	1992	1993
MALES												
0-4	10,550	10,250	8,910	9,090	8,900	7,140	3,830	4,080	4,560	5,080	4,890	4,720
5-14	18,350	18,140	15,980	15,800	15,480	11,730	5,160	5,900	6,410	6,770	6,560	6,430
15-24	23,410	25,680	24,840	23,890	24,100	22,500	10,420	11,820	14,040	14,970	15,420	14,750
25-34	33,560	34,400	33,600	34,530	34,240	29,940	15,250	17,380	20,280	23,970	24,300	23,530
35-44	21,300	22,140	20,310	21,160	20,070	17,140	9,340	10,320	11,200	13,340	13,150	13,290
45-64	13,620	14,100	13,150	13,090	12,760	12,160	6,240	7,290	8,130	8,850	9,260	9,050
65 and over	3,870	3,730	3,070	3,030	2,610	2,590	1,530	1,750	1,810	1,850	1,930	1,860
All ages	124,640	128,430	119,860	120,570	118,160	103,190	51,760	58,530	66,430	74,820	75,520	73,620
FEMALES												
0-4	10,010	9,830	8,630	8,570	8,560	6,790	3,670	3,950	4,380	4,820	4,690	4,520
5-14	17,050	17,370	15,060	14,760	14,470	11,090	5,130	5,720	6,070	6,600	6,300	6,100
15-24	24,660	26,530	25,880	26,600	26,850	25,450	11,430	13,350	15,950	16,390	17,160	16,490
25-34	32,880	33,370	31,660	34,610	35,520	30,510	13,430	15,760	18,350	20,810	21,410	21,130
35-44	16,530	17,600	16,180	16,420	16,890	13,850	6,720	7,630	8,420	9,420	9,990	10,000
45-64	12,000	12,360	10,860	11,220	10,540	9,990	4,950	5,690	6,300	6,640	7,050	7,140
65 and over	4,500	4,390	3,810	3,650	3,180	2,900	1,940	2,010	2,150	2,140	2,170	2,110
All ages	117,610	121,450	112,060	115,830	116,010	100,580	47,260	54,110	61,630	66,820	68,760	67,480
PERSONS												
0-4	20,550	20,080	17,540	17,660	17,450	13,930	7,500	8,020	8,950	9,900	9,580	9,250
5-14	35,390	35,500	31,030	30,570	29,950	22,820	10,290	11,620	12,480	13,380	12,860	12,520
15-24	48,060	52,220	50,720	50,490	50,950	47,940	21,840	25,180	29,990	31,360	32,580	31,230
25-34	66,430	67,770	65,260	69,140	69,760	60,450	28,680	33,140	38,630	44,780	45,710	44,660
35-44	37,820	39,740	36,480	37,570	36,960	30,990	16,050	17,940	19,610	22,760	23,140	23,280
45-64	25,620	26,460	24,010	24,310	23,300	22,150	11,200	12,980	14,430	15,490	16,310	16,190
65 and over	8,370	8,120	6,880	6,670	5,790	5,490	3,460	3,760	3,960	3,990	4,100	3,960
All ages	242,250	249,880	231,920	236,400	234,170	203,770	99,020	112,640	128,060	141,640	144,280	141,100

(a) Excludes category jumping adjustment. See the Technical Notes.

Source: Australian Demographic Statistics (3101.0).



CHART 1.5 NET PERMANENT AND LONG-TERM OVERSEAS MOVEMENT (a)  
BY AGE, AUSTRALIA



(a) Excludes 'category jumping' adjustment. See the text above and the Technical Notes for further information.

Source: Australian Demographic Statistics (3101.0).

TABLE 1.3. NET PERMANENT AND LONG-TERM OVERSEAS MOVEMENT (a): AGE AND SEX, AUSTRALIA

Age group (years)	Year ended 30 June										
	Number						Per cent				
	1988	1989	1990	1991	1992	1993	1988	1989	1990	1991	1992
MALES											
0-4	6,710	6,170	4,350	4,010	4,010	2,420	4.7	4.5	4.2	4.2	4.5
5-14	13,180	12,230	9,570	9,030	8,910	5,310	9.2	8.9	9.2	9.5	9.9
15-24	12,990	13,860	10,800	8,920	8,690	7,750	9.1	10.1	10.4	9.4	9.7
25-34	18,310	17,020	13,320	10,560	9,940	6,410	12.8	12.4	12.8	11.1	11.1
35-44	11,960	11,820	9,110	7,820	6,920	3,850	8.4	8.6	8.8	8.3	7.7
45-64	7,380	6,820	5,020	4,240	3,490	3,110	5.2	5.0	4.8	4.5	3.9
65 and over	2,340	1,990	1,260	1,180	680	730	1.6	1.5	1.2	1.2	0.8
All ages	72,880	69,900	53,430	45,750	42,640	29,570	50.9	50.9	51.4	48.3	47.4
FEMALES											
0-4	6,340	5,880	4,250	3,750	3,870	2,270	4.4	4.3	4.1	4.0	4.3
5-14	11,920	11,650	8,990	8,160	8,170	4,990	8.3	8.5	8.7	8.6	9.1
15-24	13,230	13,180	9,930	10,210	9,690	8,960	9.2	9.6	9.6	10.8	10.8
25-34	19,440	17,610	13,310	13,800	14,110	9,380	13.6	12.8	12.8	14.6	15.7
35-44	9,810	9,980	7,760	7,000	6,900	3,850	6.8	7.3	7.5	7.4	7.7
45-64	7,040	6,660	4,550	4,580	3,490	2,850	4.9	4.9	4.4	4.8	3.9
65 and over	2,570	2,380	1,650	1,510	1,020	800	1.8	1.7	1.6	1.6	1.1
All ages	70,350	67,340	50,430	49,010	47,250	33,100	49.1	49.1	48.6	51.7	52.6
PERSONS											
0-4	13,050	12,050	8,600	7,760	7,870	4,680	9.1	8.8	8.3	8.2	8.8
5-14	25,100	23,880	18,560	17,190	17,090	10,300	17.5	17.4	17.9	18.1	19.0
15-24	26,220	27,040	20,730	19,130	18,370	16,710	18.3	19.7	20.0	20.2	20.4
25-34	37,750	34,630	26,630	24,360	24,050	15,790	26.4	25.2	25.6	25.7	26.8
35-44	21,770	21,800	16,870	14,820	13,820	7,700	15.2	15.9	16.2	15.6	15.4
45-64	14,420	13,480	9,570	8,820	6,990	5,960	10.1	9.8	9.2	9.3	7.8
65 and over	4,910	4,360	2,920	2,680	1,700	1,520	3.4	3.2	2.8	2.8	1.9
All ages	143,220	137,240	103,870	94,760	89,890	62,670	100.0	100.0	100.0	100.0	100.0

(a) Excludes category jumping' adjustment. See the Technical Notes.

Source: Australian Demographic Statistics (3101.0).

TABLE 1.4. PERMANENT ARRIVALS (SETTLERS): COUNTRY OF BIRTH BY AGE, AUSTRALIA  
YEAR ENDED 30 JUNE 1993

Country of birth	Age group (years)			Total
	0 - 14	15 - 64	65 and over	
<b>OCEANIA &amp; ANTARCTICA —</b>				
Fiji	430	1,150	20	1,590
New Zealand	2,100	4,310	280	6,690
Samoa, Western	60	360	20	440
Other	340	440	10	790
<i>Total</i>	<i>2,930</i>	<i>6,260</i>	<i>330</i>	<i>9,520</i>
<b>EUROPE &amp; THE FORMER USSR —</b>				
Former USSR & Baltic States	720	2,170	320	3,200
Former Yugoslav Republics	1,200	2,940	70	4,210
Germany	150	480	30	660
Ireland	70	480	10	560
Poland	280	650	30	960
Romania	100	270	10	370
United Kingdom	2,260	6,620	610	9,480
Other	650	2,000	100	2,760
<i>Total</i>	<i>5,420</i>	<i>15,610</i>	<i>1,180</i>	<i>22,200</i>
<b>MIDDLE EAST &amp; NORTH AFRICA —</b>				
Egypt	160	490	10	650
Iraq	450	1,080	10	1,540
Lebanon	110	920	10	1,040
Turkey	120	500	10	630
Other	460	1,080	20	1,560
<i>Total</i>	<i>1,290</i>	<i>4,070</i>	<i>50</i>	<i>5,420</i>
<b>SOUTHEAST ASIA —</b>				
Indonesia	270	900	20	1,180
Malaysia	390	1,130	30	1,560
Philippines	1,050	2,630	50	3,730
Singapore	140	320	10	470
Thailand	220	470	—	690
Viet Nam	1,060	4,490	100	5,650
Other	100	450	20	570
<i>Total</i>	<i>3,230</i>	<i>10,390</i>	<i>230</i>	<i>13,850</i>
<b>NORTHEAST ASIA —</b>				
China	310	2,520	220	3,050
Hong Kong	1,780	4,720	30	6,520
Japan	80	350	10	440
Korea	270	660	10	930
Taiwan	410	1,010	10	1,430
Other	20	110	—	140
<i>Total</i>	<i>2,860</i>	<i>9,370</i>	<i>280</i>	<i>12,500</i>
<b>SOUTHERN ASIA —</b>				
Afghanistan	290	470	10	760
India	840	2,640	80	3,550
Sri Lanka	360	1,190	40	1,580
Other	210	520	—	740
<i>Total</i>	<i>1,690</i>	<i>4,810</i>	<i>130</i>	<i>6,630</i>
<b>THE AMERICAS —</b>				
El Salvador	130	230	20	370
Canada	210	480	10	700
United States of America (a)	420	880	20	1,320
Other	340	810	30	1,190
<i>Total</i>	<i>1,100</i>	<i>2,400</i>	<i>70</i>	<i>3,580</i>
<b>AFRICA (excluding North Africa) —</b>				
South Africa	330	620	80	1,020
Ethiopia	100	460	—	560
Other	280	690	20	990
<i>Total</i>	<i>710</i>	<i>1,770</i>	<i>100</i>	<i>2,570</i>
<b>Total (b)</b>	<b>19,250</b>	<b>54,730</b>	<b>2,360</b>	<b>76,330</b>

(a) Includes America undefined. (b) Includes other and not stated.

Source: Overseas Arrivals and Departures statistics, Demography Section, ABS.

## Labour Force Status and Other Characteristics of Migrants

In September 1993 the civilian population aged 15 and over was 13,673,700 persons, 27 per cent of whom were born outside Australia. The focus of this survey is that group of the migrant population who arrived after 1970 aged 18 and over on arrival and had obtained permanent residency status. There were 1,268,100 such migrants at September 1993, representing 9.3 per cent of the civilian population aged 15 and over. This proportion was the same as in September 1990.

Persons migrating from New Zealand to Australia are accorded a separate migration category. Some 13 per cent (166,600 persons) of migrants were in this category, a similar proportion to that of the September 1990 survey. Other migration categories focus on whether the migrant was a principal applicant (or partner) and whether sponsored, unsponsored, or a refugee.

In September 1993 there were 696,000 (55%) migrants who were classed as principal applicants. A further 290,000 (23%) arrived as partners of principal applicants.

Of the 696,000 principal applicants, 52 per cent (363,900) were sponsored and 40 per cent (281,000) were unsponsored. Males made up 61 per cent of principal applicants.

Most of the sponsored principal applicants were sponsored by family members (79%). Employers sponsored 8.6 per cent and other persons and other organisations sponsored 7.6 and 4.8 per cent respectively.

Some 39 per cent of the migrant population who arrived after 1970 aged 18 and over on arrival and had obtained permanent residency status were born in Europe and the former USSR, with more than half (59%) of that group born in the United Kingdom and Ireland. Other birthplace categories include Southeast Asia (18%), New Zealand (11%), Northeast Asia (8.7%) and the Middle East and North Africa (6.5%).

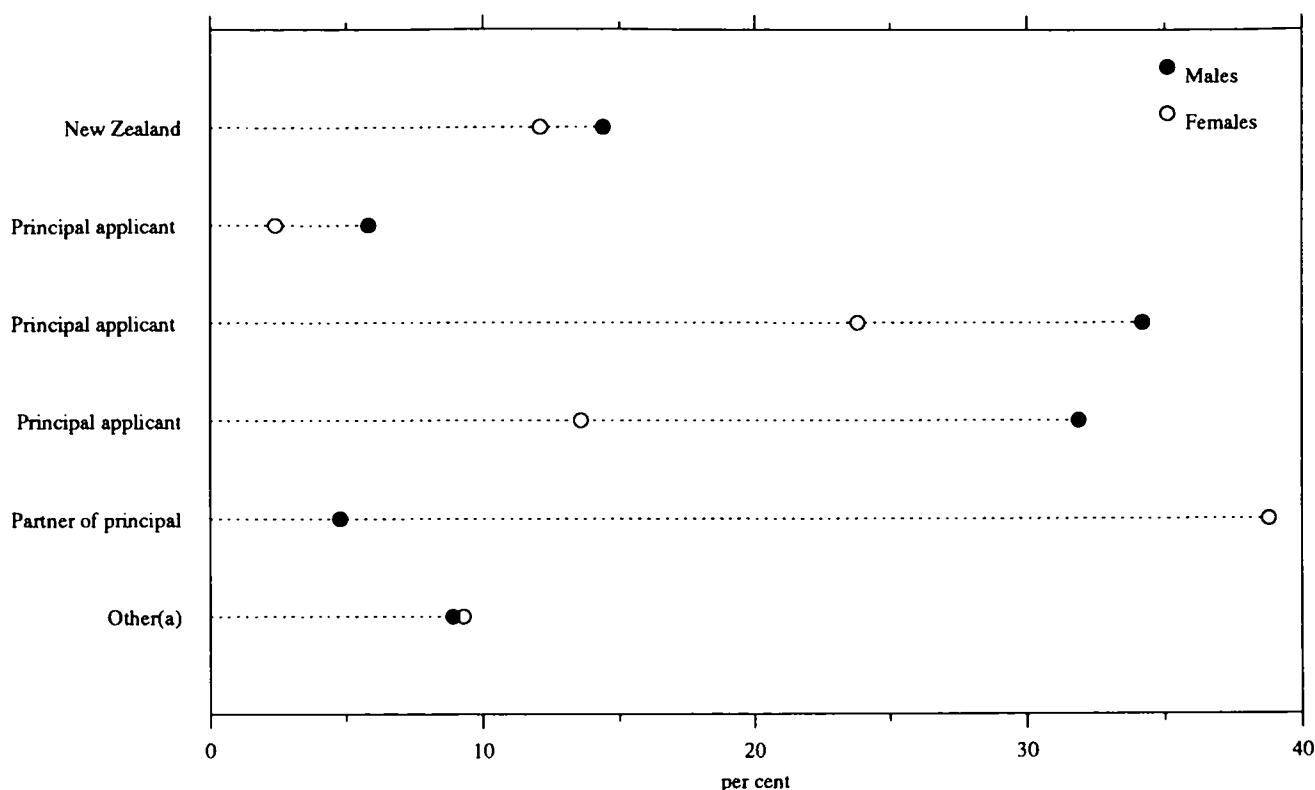
TABLE 1.5. CIVILIAN POPULATION AGED 15 AND OVER: CHARACTERISTICS OF MIGRANTS, SUMMARY  
AUSTRALIA, MARCH 1987 AND SEPTEMBER 1990 AND SEPTEMBER 1993

	Survey conducted in(a)								
	March 1987			September 1990			September 1993		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Civilian population aged 15 and over(b)	6,018.3	6,154.3	12,172.6	6,494.4	6,609.8	13,104.3	6,769.8	6,904.0	13,673.7
Born in Australia	4,409.6	4,621.6	9,031.2	4,697.8	4,895.6	9,593.4	4,925.9	5,118.9	10,044.8
Born outside Australia	1,608.7	1,532.7	3,141.4	1,796.6	1,714.3	3,510.9	1,843.8	1,785.1	3,628.9
Aged 15-17 at survey date	45.1	40.3	85.4	37.9	38.6	76.5	45.1	42.2	87.3
Aged less than 18 on arrival	93.7	95.5	189.2	150.6	143.0	293.6	199.6	171.6	371.1
Arrived 1970 or before	1,016.2	926.0	1,942.2	992.6	918.5	1,911.1	959.6	857.2	1,816.8
Arrived after 1970	453.7	470.9	924.6	615.6	614.1	1,229.8	639.5	714.2	1,353.7
Temporary residency status(c)	21.4	16.6	38.0	43.7	27.2	70.9	46.9	38.7	85.6
Permanent residency status	432.4	454.3	886.7	571.9	587.0	1,158.9	592.6	675.5	1,268.1
Birthplace—									
Oceania	62.1	61.9	124.0	90.1	84.1	174.1	89.8	85.3	175.1
New Zealand	54.2	52.3	106.6	78.2	69.4	147.5	74.2	67.7	142.0
Other countries in Oceania	7.9	9.6	17.5	11.9	14.7	26.6	15.6	17.5	33.2
Europe and the former USSR	196.6	204.9	401.5	237.9	228.1	466.0	239.5	253.9	493.4
United Kingdom and Ireland	119.7	117.9	237.6	139.7	130.1	269.8	144.1	147.5	291.5
Other countries in Europe	76.9	87.0	163.9	98.2	98.0	196.2	95.5	106.4	201.9
The Middle East and North Africa	26.1	21.8	47.9	36.6	31.3	67.9	41.6	40.8	82.4
The Americas	21.5	26.5	48.0	25.5	32.6	58.1	28.0	36.3	64.2
Northeast Asia	14.7	17.4	32.0	41.1	43.9	85.0	47.9	62.9	110.8
Southeast Asia	62.7	72.2	134.9	82.0	104.5	186.5	86.8	137.9	224.7
Southern Asia	19.9	19.4	39.4	25.5	26.5	52.0	33.5	35.3	68.8
Africa	22.3	25.0	47.4	24.7	28.1	52.7	25.5	23.2	48.7
Other countries in Africa and Asia	6.5	5.2	11.7	8.5	7.9	16.6	..	..	..

(a) See the Technical Notes, regarding comparability of the reference periods surveyed. (b) Excludes institutionalised persons and boarding school pupils. (c) In 1987, includes a small number of persons who were aged less than 18 on arrival in Australia.

Source: *Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)*.

CHART 1.6. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970  
AGED 18 AND OVER: MIGRATION CATEGORY, AUSTRALIA,  
SEPTEMBER 1993



(a) Includes 'No form completed' and 'Did not know'.

Source: Labour Force Status and Other Characteristics of Migrants, Australia (6250.0).

TABLE 1.6. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970 AGED 18 AND OVER:  
MIGRATION CATEGORY AND LABOUR FORCE STATUS, AUSTRALIA, SEPTEMBER 1993

Migration category	Employed			Unem- ployed -'000-	Labour force	Not in labour force	Total	Unemploy- ment rate - per cent -	Partici- pation rate
	Full-time	Part-time	Total						
New Zealand(a)	98.8	24.3	123.1	12.3	135.4	31.2	166.6	9.1	81.3
Principal applicant	372.6	62.9	435.5	75.5	511.1	184.9	696.0	14.8	73.4
Refugee	29.1	* 2.7	31.8	7.1	38.9	12.1	51.0	18.3	76.2
Sponsored(b)	176.9	32.2	209.2	42.0	251.2	112.7	363.9	16.7	69.0
By family	126.4	25.9	152.4	34.7	187.0	99.2	286.3	18.5	65.3
By other person	13.4	* 2.9	16.3	4.1	20.4	7.3	27.7	20.0	73.7
By employer	26.5	* 2.1	28.6	* 0.8	29.4	* 1.8	31.2	* 2.7	94.2
By other organisation	9.5	* 1.4	10.9	* 2.5	13.4	4.0	17.4	* 18.7	76.8
Unsponsored	166.6	27.9	194.6	26.3	220.9	60.1	281.0	11.9	78.6
Partner of principal applicant(c)	99.1	40.5	139.6	20.0	159.6	130.4	290.0	12.5	55.0
Refugee	5.9	* 0.4	6.3	* 1.2	7.6	4.5	12.1	* 16.5	62.6
Sponsored	41.5	17.6	59.1	8.8	67.9	66.1	134.0	13.0	50.7
Unsponsored	48.8	22.1	70.9	9.4	80.4	54.5	134.9	11.8	59.6
Other	40.4	8.1	48.4	9.1	57.6	27.0	84.6	15.8	68.0
No application form completed	9.9	* 3.1	13.1	* 2.1	15.2	5.0	20.2	* 13.9	75.1
Don't know	4.3	* 1.2	5.5	* 1.3	6.8	4.0	10.8	* 19.5	63.0
<b>Total</b>	<b>625.2</b>	<b>140.0</b>	<b>765.2</b>	<b>120.4</b>	<b>885.5</b>	<b>382.6</b>	<b>1,268.1</b>	<b>13.6</b>	<b>69.8</b>

(a) Includes persons born in New Zealand and those who were a citizen of New Zealand before migrating to Australia. (b) Includes persons whose source sponsorship status could not be determined. (c) Includes persons whose 'Partner of principal applicant' migration status could not be determined.

Source: Labour Force Status and Other Characteristics of Migrants, Australia (6250.0).

### Educational Attainment

The number of persons aged 15 to 69 at February 1993 was estimated at 12,305,600 of whom 5,322,100 (43%) reported having a post-school qualification; 6,396,200 (52%) reported being without post-school qualifications and the remaining 587,400 (4.8%) were still attending school.

Of the 5,322,100 persons with post-school qualifications 2,369,500 (45%) had a certificate or diploma; 1,676,600 (31%) had a trade qualification; 1,208,300 (23%) had a degree or higher qualification and 67,700 (1.3%) had other post-school qualifications.

The estimate of 6,396,200 persons without post-school qualifications comprises 1,813,400 (28%) who had attended the highest level of secondary school available, 4,540,000 (71%) who had left before reaching the highest level of secondary school available and 42,700 who had never attended school.

TABLE 1.7. CIVILIAN POPULATION AGED 15 TO 69 : AGE AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1993 ('000)

Educational attainment	Age group (years)					Total
	15-24	25- 34	35-44	45-54	55-69	
MALES						
With post-school qualifications	321.3	787.7	806.8	598.4	485.2	2,999.5
Degree	61.2	188.4	220.3	136.1	80.5	686.4
Trade qualification	164.2	398.7	358.6	300.4	283.2	1,505.2
Certificate or diploma	90.7	190.0	217.5	154.6	115.3	768.1
Other	5.3	10.7	10.3	7.3	6.2	39.8
Without post-school qualifications	755.7	605.2	520.8	444.5	564.6	2,890.8
Attended highest level of secondary school available	401.9	196.9	139.7	75.8	65.2	879.5
Did not attend highest level of secondary school available	353.4	407.1	378.3	363.4	489.0	1,991.1
Never attended school	*0.4	*1.2	*2.8	5.3	10.5	20.2
Still at school	294.9	..	..	..	..	294.9
Total	1,372.0	1,392.9	1,327.6	1,042.9	1,049.8	6,185.2
FEMALES						
With post-school qualifications	360.8	686.8	626.8	378.5	269.7	2,322.6
Degree	72.5	181.1	158.8	78.3	31.1	521.8
Trade qualification	26.2	46.7	41.4	26.5	30.5	171.4
Certificate or diploma	256.5	450.8	420.3	269.4	204.4	1,601.5
Other	5.5	8.2	6.4	4.3	*3.6	27.9
Without post-school qualifications	681.0	709.8	702.9	615.2	796.5	3,505.4
Attended highest level of secondary school available	402.4	214.0	143.1	87.4	87.0	933.9
Did not attend highest level of secondary school available	277.5	493.9	555.9	525.0	696.8	2,549.0
Never attended school	*1.1	*1.9	*3.9	*2.8	12.7	22.5
Still at school	292.4	..	..	..	..	292.4
Total	1,334.3	1,396.6	1,329.7	993.7	1,066.2	6,120.4
ALL PERSONS						
With post-school qualifications	682.1	1,474.5	1,433.6	977.0	754.9	5,322.1
Degree	133.7	369.5	379.2	214.3	111.6	1,208.3
Trade qualification	190.4	445.4	400.0	327.0	313.7	1,676.6
Certificate or diploma	347.1	640.8	637.8	424.1	319.7	2,369.5
Other	10.9	18.9	16.6	11.6	9.8	67.7
Without post-school qualifications	1,436.7	1,315.0	1,223.7	1,059.7	1,361.1	6,396.2
Attended highest level of secondary school available	804.4	410.9	282.8	163.2	152.1	1,813.4
Did not attend highest level of secondary school available	630.7	901.0	934.1	888.4	1,185.8	4,540.0
Never attended school	*1.5	*3.1	6.8	8.2	23.2	42.7
Still at school	587.4	..	..	..	..	587.4
Total	2,706.2	2,789.5	2,657.3	2,036.7	2,116.0	12,305.6

Source: Labour Force Status and Educational Attainment, Australia (6235.0).

### Participation in Education

Between September 1991 and 1993 there was an estimated population decrease of 22,000 among 15 to 24 year olds while the number in this group attending an educational institution rose by 24,400. In September 1993, 49 per cent (1,332,000) of 15 to 24 year olds were attending an educational institution, an increase of 1.2 percentage points since September 1991.

TABLE 1.8. PERSONS AGED 15 TO 24 : AGE, WHETHER ATTENDING AN EDUCATIONAL INSTITUTION AND TYPE OF INSTITUTION ATTENDING, AUSTRALIA, SEPTEMBER 1991 TO SEPTEMBER 1993

Age group (years)	Number			Education participation rate		
	1991	1992	1993	1991	1992	1993
	—'000—			—per cent—		
ATTENDING SCHOOL						
15-19	697.6	697.8	685.4	52.0	53.3	53.8
15	240.4	239.7	238.1	95.5	96.2	95.9
16	214.5	214.5	209.7	83.1	84.7	84.7
17	176.3	177.9	170.6	66.4	68.4	67.8
18	59.7	57.4	57.9	21.5	21.5	22.4
19	6.6	8.4	9.0	2.3	3.0	3.4
20-24	8.6	7.0	6.6	*0.6	*0.5	*0.5
20	4.9	4.1	*3.6	1.7	*1.4	*1.3
21	*1.2	*0.9	*1.2	*0.4	*0.3	*0.4
22	*1.1	*0.5	*0.5	*0.4	*0.2	*0.2
23	*0.4	*1.1	*0.8	*0.2	*0.4	*0.3
24	*0.9	*0.4	*0.5	*0.3	*0.1	*0.2
Total	706.2	704.8	692.0	25.8	25.8	25.5
ATTENDING TERTIARY						
15-19	259.5	260.0	258.7	19.3	19.9	20.3
15	*1.6	*0.5	*1.5	*0.6	*0.2	*0.6
16	10.8	9.9	8.9	4.2	3.9	3.6
17	30.6	25.2	22.3	11.5	9.7	8.9
18	100.7	93.2	96.9	36.3	34.8	37.5
19	115.9	131.2	129.1	40.0	47.1	48.3
20-24	341.9	370.1	381.3	24.6	25.9	26.5
20	113.6	111.7	111.7	38.2	38.1	40.2
21	79.3	93.3	93.9	27.9	31.2	32.0
22	60.7	68.3	75.2	21.9	23.9	25.0
23	45.3	53.5	52.0	16.9	19.2	18.2
24	43.0	43.3	48.5	16.4	16.0	17.4
Total	601.4	630.1	640.0	22.0	23.0	23.6
ATTENDING AN EDUCATIONAL INSTITUTION						
15-19	957.1	957.8	944.1	71.3	73.2	74.1
15	242.0	240.2	239.6	96.1	96.4	96.5
16	225.3	224.4	218.6	87.2	88.6	88.3
17	206.9	203.1	192.9	77.9	78.1	76.7
18	160.3	150.6	154.8	57.8	56.3	59.8
19	122.5	139.6	138.2	42.3	50.1	51.7
20-24	350.5	377.1	387.9	25.2	26.4	27.0
20	118.5	115.8	115.2	39.9	39.5	41.5
21	80.5	94.2	95.1	28.3	31.5	32.4
22	61.9	68.8	75.7	22.3	24.1	25.2
23	45.7	54.6	52.8	17.1	19.6	18.5
24	43.9	43.7	49.1	16.7	16.2	17.6
Total	1,307.6	1,334.9	1,332.0	47.9	48.8	49.2
TOTAL (a)						
15-19	1,342.6	1,308.3	1,273.6	..	..	..
15	251.8	249.1	248.3	..	..	..
16	258.2	253.3	247.6	..	..	..
17	265.7	260.1	251.6	..	..	..
18	277.4	267.5	258.7	..	..	..
19	289.5	278.4	267.4	..	..	..
20-24	1,389.6	1,427.3	1,436.6	..	..	..
20	297.4	293.0	277.9	..	..	..
21	284.3	299.0	293.2	..	..	..
22	277.8	285.7	300.8	..	..	..
23	267.9	279.1	285.6	..	..	..
24	262.3	270.6	279.1	..	..	..
Total	2,732.2	2,735.5	2,710.2	..	..	..

(a) Includes persons not attending an educational institution.

Source: Participation in Education, Australia (6272.0).

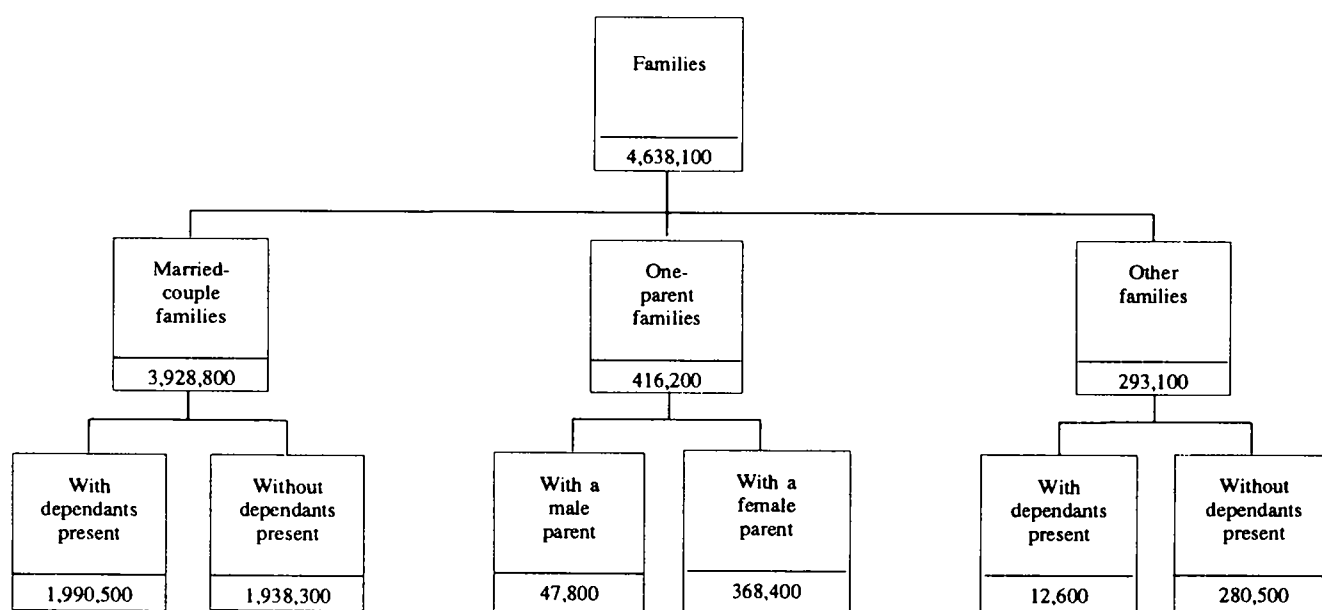
## Families

In June 1993 an estimated 13,309,900 persons aged 15 years and over were usual residents of private dwellings in Australia. Of these, family status could be determined for a sub-population of 13,047,200 persons.

Within this sub-population 10,897,100 persons were members of 4,638,100 families. There were 3,928,800 *married-couple families*, 51 per cent of whom had dependants present. The number of *one-parent families* with a male parent was 47,800 and the number of *one-parent families* with a female parent was 368,400. The number of *other families* was 293,100.

Within the sub-population there were 2,150,000 persons who were not members of a family; 62 per cent of these persons lived alone.

CHART 1.7. AUSTRALIAN FAMILIES, JUNE 1993



Source: *Labour Force Status and Other Characteristics of Families, Australia (6224.0)*.

## CHAPTER 2

### THE LABOUR FORCE

The concept of the labour force is fundamental to the measurement of employment and unemployment.

The labour force is defined as those persons who, during a particular week, are either employed or unemployed. The labour force represents the total supply of labour available to the labour market during a given week.

The participation rate, which represents the proportion of the working age population (defined to be those aged 15 and over) who are in the labour force is an important labour force measure. Analysis of participation rates provides a basis for monitoring changes in the size and composition of labour supply, particularly in terms of age, sex and marital status. Other characteristics such as birthplace, educational attainment and family characteristics also have to be taken into account in an analysis of the labour force.

The need to reflect the dynamic structure of the labour market and the changes required to respond to evolving socio-economic conditions and policy concerns have resulted in changes to the original Labour Force Survey framework that was developed in the 1960s. An increasing demand for information concerning underemployment and information on persons wanting to work but not defined as unemployed has led to improvements to the conceptual basis of the Australian labour force framework. A diagram of the conceptual framework is set out on the next page.

This chapter presents some summary statistics on the civilian labour force. The principal source for statistics on the civilian labour force is the ABS population survey, which consists of the Monthly Labour Force Survey and associated supplementary surveys. The Labour Force Survey collects information on the labour force status of individuals (i.e. whether they are employed, unemployed or not in the labour force) together with a range of demographic and other characteristics. It provides the basis for an analysis of underemployment and underutilisation of labour, a topic addressed in Chapter 3. The supplementary surveys cover a range of topics. For example the Survey of Labour Force Experience examines the movements into and out of the labour force over twelve months.

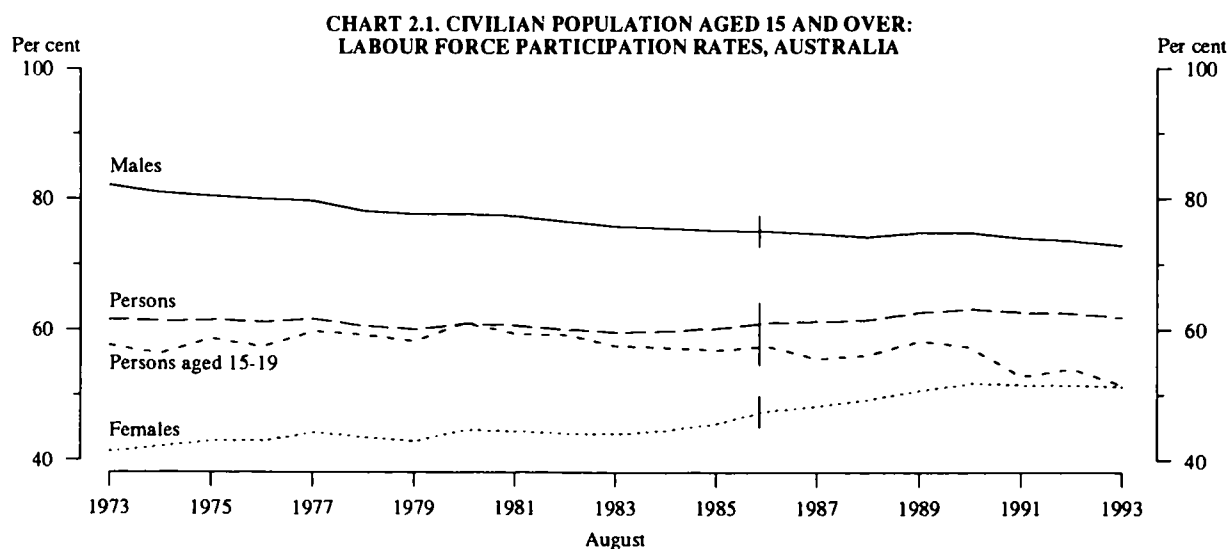
Members of the permanent Defence Forces are excluded from the Labour Force Survey and therefore from discussion in the remainder of this publication. Their numbers totalled 55,800 males and 7,700 females at the end of June 1993.

#### Labour force

In August 1993, of the 8,537,000 persons in the labour force, 4,947,200 were males and 3,589,800 were females.

The labour force participation rate for persons increased by 2.2 percentage points over the decade August 1983 to August 1993 to 62 per cent. This increase was attributable to an increase of 7.3 percentage points in the female participation rate. The labour force participation rate for males has decreased by 3.0 percentage points to 73 per cent.

Between August 1983 and August 1993 there was a large increase in the labour force participation rate for females in the 45 to 54 age group (17 percentage points) to 65 per cent. The participation rate increased by 13 percentage points for females aged 25 to 34, and by 12 percentage points for females aged 35 to 44. Participation rates for males and females in the 15 to 19 age group fell, while for males and females in the 65 and over age group, participation rates were relatively steady.



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).



CHART 2.2. THE AUSTRALIAN LABOUR FORCE FRAMEWORK

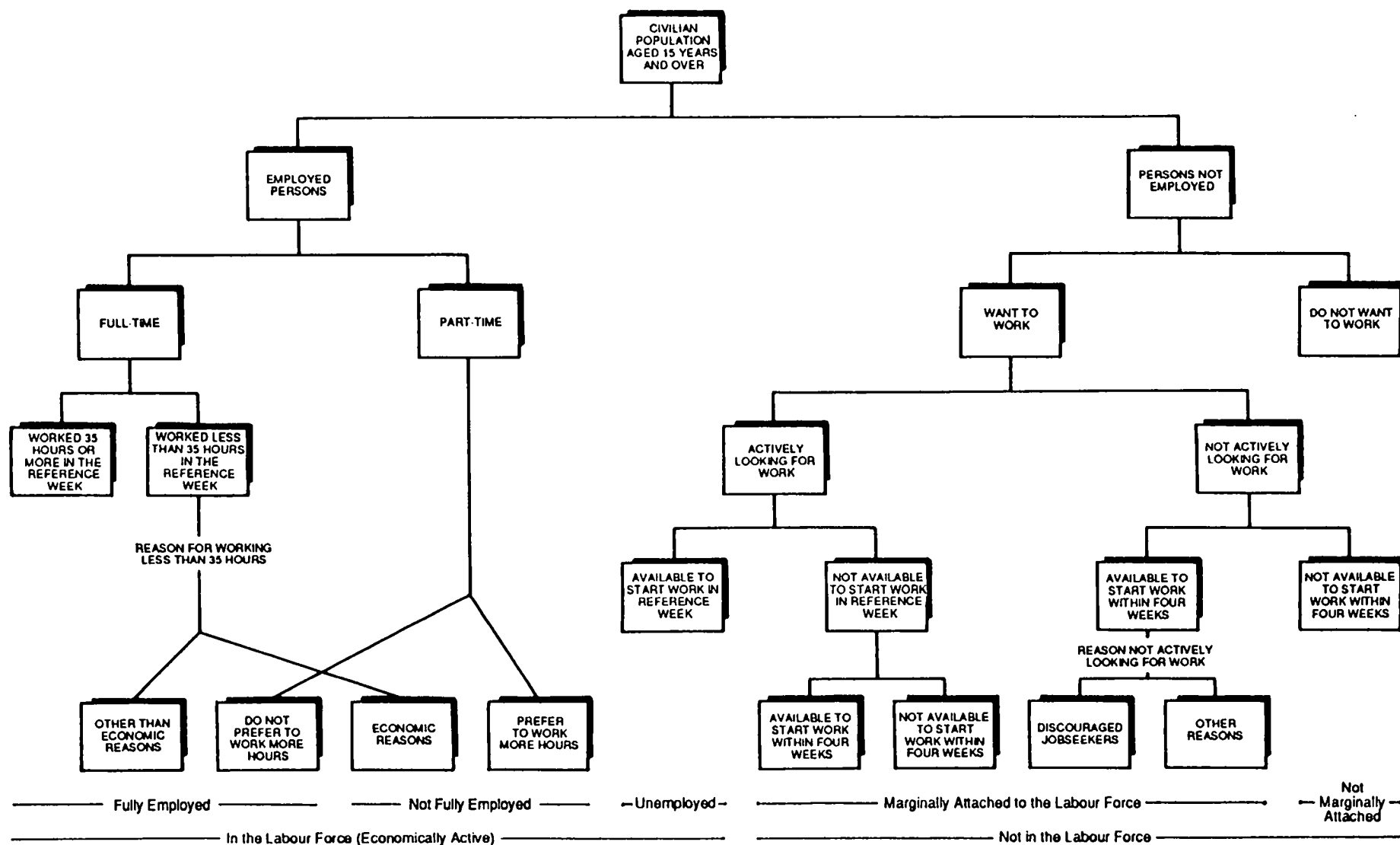


TABLE 2.1. CIVILIAN POPULATION AGED 15 AND OVER : LABOUR FORCE STATUS, AUSTRALIA, AUGUST 1973 TO AUGUST 1993

August	Employed		Unemployed			Labour force	Not in labour force	Civilian population aged 15 and over	Un-employment rate —per cent—	Partici-pation rate
	Full-time workers	Total	Looking for full-time work	Looking for part-time work	Total —'000—					
MALES										
1973	3,697.5	3,839.6	38.3	13.0	51.3	3,891.0	847.9	4,738.8	1.3	82.1
1974	3,710.9	3,847.1	60.0	7.9	67.9	3,914.9	920.5	4,835.4	1.7	81.0
1975	3,668.4	3,820.6	122.5	16.3	138.8	3,959.4	956.6	4,916.0	3.5	80.5
1976	3,665.6	3,836.3	142.7	13.9	156.6	3,992.9	1,000.1	4,993.0	3.9	80.0
1977	3,682.6	3,866.8	168.5	21.6	190.1	4,056.9	1,024.9	5,081.8	4.7	79.8
1978	3,642.5	3,850.9	207.9	14.3	222.2	4,073.1	1,137.7	5,210.8	5.5	78.2
1979	3,715.9	3,921.2	184.0	13.5	197.5	4,118.7	1,177.6	5,296.3	4.8	77.8
1980	3,773.8	3,982.8	193.9	15.7	209.6	4,192.4	1,193.2	5,385.6	5.0	77.9
1981	3,835.6	4,057.9	187.8	12.7	200.5	4,258.4	1,236.6	5,494.9	4.7	77.5
1982	3,782.5	4,024.3	250.4	21.3	271.7	4,296.0	1,314.6	5,610.6	6.3	76.6
1983	3,663.4	3,903.6	409.5	20.2	429.7	4,333.3	1,379.2	5,712.5	9.9	75.9
1984	3,772.5	4,018.0	358.6	22.6	381.2	4,399.2	1,418.8	5,818.0	8.7	75.6
1985	3,856.7	4,111.1	325.4	23.7	349.1	4,460.2	1,469.5	5,929.8	7.8	75.2
1986(a)	3,922.3	4,202.6	320.9	28.3	349.3	4,551.9	1,509.4	6,061.2	7.7	75.1
1987	3,960.0	4,277.1	317.2	29.8	347.1	4,624.2	1,565.4	6,189.6	7.5	74.7
1988	4,076.4	4,382.1	279.9	25.8	305.7	4,687.8	1,633.9	6,321.7	6.5	74.2
1989 r	4,202.5	4,556.4	229.9	29.9	259.7	4,816.1	1,616.0	6,432.1	5.4	74.9
1990 r	4,197.0	4,562.0	303.3	32.7	336.0	4,898.1	1,638.7	6,536.7	6.9	74.9
1991 r	3,998.1	4,405.0	459.9	37.2	497.0	4,902.0	1,724.0	6,626.0	10.1	74.0
1992 r	3,919.1	4,385.1	514.9	43.5	558.4	4,943.5	1,765.0	6,708.5	11.3	73.7
1993	3,933.4	4,382.7	518.5	46.0	564.5	4,947.2	1,840.5	6,787.6	11.4	72.9
FEMALES										
1973	1,395.4	1,943.3	28.8	25.6	54.5	1,997.8	2,826.8	4,824.6	2.7	41.4
1974	1,416.9	2,008.1	45.8	27.2	73.1	2,081.2	2,851.8	4,933.0	3.5	42.2
1975	1,378.5	2,020.8	93.0	46.6	139.7	2,160.3	2,859.6	5,019.9	6.5	43.0
1976	1,371.3	2,061.5	94.1	42.0	136.1	2,197.6	2,909.8	5,107.4	6.2	43.0
1977	1,411.9	2,128.6	114.8	54.4	169.2	2,297.8	2,904.3	5,202.1	7.4	44.2
1978	1,402.9	2,154.4	126.5	49.6	176.1	2,330.5	3,029.1	5,359.7	7.6	43.5
1979	1,397.2	2,157.4	131.8	48.1	179.9	2,337.4	3,117.0	5,454.4	7.7	42.9
1980	1,477.3	2,298.5	140.7	44.2	184.9	2,483.4	3,071.7	5,555.1	7.4	44.7
1981	1,501.5	2,335.8	135.9	44.2	180.1	2,515.9	3,154.6	5,670.5	7.2	44.4
1982	1,503.4	2,355.0	137.2	52.5	189.7	2,544.7	3,242.8	5,787.5	7.5	44.0
1983	1,486.9	2,337.4	197.9	59.3	257.1	2,594.6	3,299.1	5,893.7	9.9	44.0
1984	1,546.3	2,448.1	165.0	57.9	222.8	2,671.0	3,319.9	5,990.9	8.3	44.6
1985	1,607.3	2,564.5	162.7	60.9	223.6	2,788.1	3,313.6	6,101.6	8.0	45.7
1986(a)	1,686.5	2,716.0	170.9	77.5	248.4	2,964.4	3,266.3	6,230.6	8.4	47.6
1987	1,711.1	2,815.2	177.8	77.1	255.0	3,070.2	3,291.4	6,361.6	8.3	48.3
1988	1,798.1	2,971.3	165.5	67.4	233.0	3,204.2	3,288.6	6,492.9	7.3	49.4
1989 r	1,894.4	3,159.0	139.2	69.5	208.6	3,367.6	3,255.1	6,622.7	6.2	50.8
1990 r	1,944.6	3,246.0	172.4	76.1	248.6	3,494.6	3,238.8	6,733.4	7.1	51.9
1991 r	1,907.6	3,224.4	220.0	81.7	301.7	3,526.1	3,307.3	6,833.3	8.6	51.6
1992 r	1,833.1	3,232.5	242.7	97.1	339.9	3,572.4	3,349.2	6,921.6	9.5	51.6
1993	1,867.2	3,238.3	255.9	95.6	351.6	3,589.8	3,413.8	7,003.7	9.8	51.3
PERSONS										
1973	5,092.9	5,783.0	67.2	38.6	105.8	5,888.7	3,674.7	9,563.4	1.8	61.6
1974	5,127.8	5,855.2	105.8	35.1	140.9	5,996.1	3,772.3	9,768.4	2.4	61.4
1975	5,046.8	5,841.3	215.5	62.9	278.4	6,119.7	3,816.2	9,935.9	4.6	61.6
1976	5,036.9	5,897.8	236.8	55.9	292.7	6,190.5	3,909.8	10,100.4	4.7	61.3
1977	5,049.6	5,995.4	283.3	76.0	359.3	6,354.7	3,929.2	10,283.9	5.7	61.8
1978	5,045.3	6,005.4	334.4	63.9	398.3	6,403.7	4,166.8	10,570.5	6.2	60.6
1979	5,113.1	6,078.5	315.8	61.7	377.5	6,456.0	4,294.6	10,750.7	5.9	60.1
1980	5,251.1	6,281.4	334.6	59.9	394.5	6,675.9	4,264.9	10,940.7	5.9	61.0
1981	5,337.1	6,393.7	323.7	56.9	380.6	6,774.3	4,391.2	11,165.5	5.6	60.7
1982	5,285.9	6,379.3	387.6	73.8	461.4	6,840.7	4,557.4	11,398.1	6.7	60.0
1983	5,150.3	6,241.1	607.4	79.5	686.8	6,927.9	4,678.3	11,606.2	9.9	59.7
1984	5,318.8	6,466.1	523.5	80.5	604.0	7,070.1	4,738.7	11,808.8	8.5	59.9
1985	5,464.0	6,675.6	488.0	84.7	572.7	7,248.3	4,783.1	12,031.4	7.9	60.2
1986(a)	5,608.8	6,918.6	491.8	105.8	597.6	7,516.2	4,775.7	12,291.9	8.0	61.1
1987	5,671.1	7,092.3	495.1	107.0	602.0	7,694.4	4,856.8	12,551.2	7.8	61.3
1988	5,874.6	7,353.4	445.4	93.3	538.7	7,892.1	4,922.5	12,814.5	6.8	61.6
1989 r	6,096.8	7,715.4	369.0	99.3	468.3	8,183.7	4,871.1	13,054.8	5.7	62.7
1990 r	6,141.6	7,808.1	475.7	108.8	584.6	8,392.6	4,877.5	13,270.1	7.0	63.2
1991 r	5,905.8	7,629.3	679.8	118.9	798.7	8,428.1	5,031.2	13,459.3	9.5	62.6
1992 r	5,752.2	7,617.6	757.6	140.7	898.3	8,515.9	5,114.2	13,630.0	10.5	62.5
1993	5,800.5	7,621.0	774.4	141.6	916.0	8,537.0	5,254.3	13,791.3	10.7	61.9

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

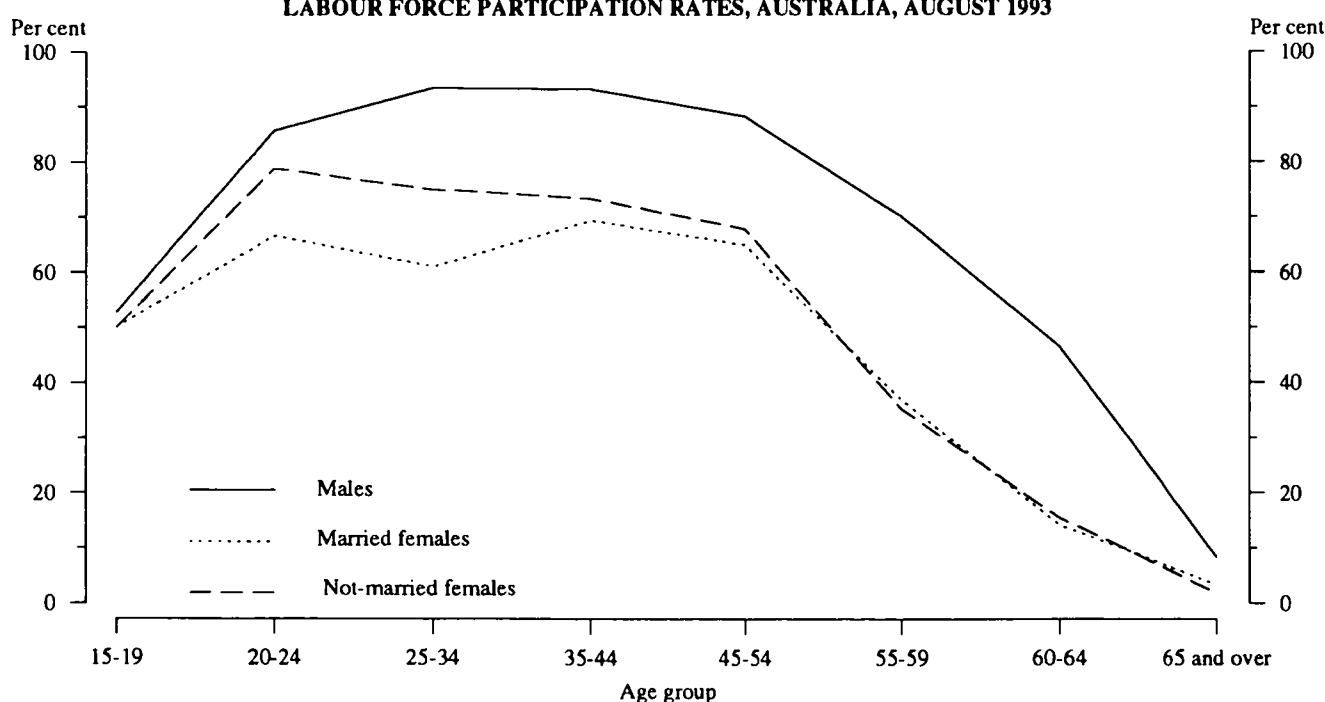
**TABLE 2.2. LABOUR FORCE PARTICIPATION RATES BY AGE, AUSTRALIA, AUGUST 1983 TO AUGUST 1993**  
(per cent)

	Age group (years)								
August	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
1983	58.2	89.6	95.4	95.0	90.4	78.2	42.8	8.6	75.9
1984	59.0	89.4	95.1	94.7	90.0	76.7	43.4	9.0	75.6
1985	57.7	89.7	94.5	94.8	90.0	76.4	42.6	8.9	75.2
1986(a)	58.5	89.1	94.8	94.4	90.0	75.7	45.1	8.4	75.1
1987	57.4	89.4	94.6	94.4	89.5	74.5	44.7	8.5	74.7
1988	56.4	90.1	93.7	94.2	87.3	73.6	47.2	8.4	74.2
1989 r	59.5	89.2	94.8	93.3	88.7	74.9	49.7	8.5	74.9
1990 r	58.0	88.6	94.2	94.3	89.6	76.0	50.5	8.5	74.9
1991 r	53.3	87.0	94.3	93.8	89.8	71.8	49.6	9.2	74.0
1992 r	54.0	87.5	93.1	93.3	89.0	74.0	48.1	9.3	73.7
1993	52.7	85.8	93.5	93.2	88.3	70.1	46.6	8.3	72.9
FEMALES									
1983	57.0	70.8	52.8	58.0	48.5	28.3	12.1	2.1	44.0
1984	55.6	71.8	54.9	58.7	50.1	27.6	11.5	2.5	44.6
1985	56.0	73.6	57.6	61.4	50.2	27.1	11.2	2.0	45.7
1986(a)	56.6	74.6	60.1	64.7	54.4	28.7	12.7	1.9	47.6
1987	53.6	75.6	61.9	65.8	55.3	30.4	13.2	2.6	48.3
1988	56.0	75.8	62.0	68.2	57.0	31.4	14.5	2.5	49.4
1989 r	57.1	77.5	65.0	69.8	59.3	32.1	13.6	2.2	50.8
1990 r	56.7	78.9	65.1	72.1	61.0	33.8	16.3	2.3	51.9
1991 r	52.5	76.8	65.7	71.9	62.6	35.6	14.7	2.4	51.6
1992 r	54.1	75.6	65.0	71.6	64.5	36.7	12.4	2.2	51.6
1993	50.1	75.3	65.5	70.2	65.4	36.5	14.6	2.4	51.3
PERSONS									
1983	57.6	80.2	74.1	76.8	69.9	53.4	26.9	4.8	59.7
1984	57.3	80.6	74.9	77.0	70.5	52.5	27.0	5.2	59.9
1985	56.9	81.7	76.0	78.4	70.6	52.1	26.5	4.9	60.2
1986(a)	57.6	81.9	77.4	79.7	72.7	52.6	28.6	4.7	61.1
1987	55.6	82.6	78.2	80.3	72.8	52.8	28.6	5.1	61.3
1988	56.2	83.0	77.9	81.3	72.5	52.8	30.6	5.0	61.6
1989 r	58.3	83.4	79.9	81.6	74.3	53.8	31.5	4.9	62.7
1990 r	57.4	83.8	79.6	83.2	75.6	55.1	33.3	4.9	63.2
1991 r	52.9	81.9	79.9	82.8	76.5	53.9	32.0	5.3	62.6
1992 r	54.1	81.6	79.0	82.4	77.0	55.6	30.2	5.3	62.5
1993	51.5	80.6	79.4	81.7	77.1	53.5	30.6	5.0	61.9

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

**CHART 2.3. CIVILIAN POPULATION AGED 15 AND OVER:  
LABOUR FORCE PARTICIPATION RATES, AUSTRALIA, AUGUST 1993**



Source: *The Labour Force, Australia* (6203.0).

TABLE 2.3. LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER, AUGUST 1993

State or Territory	Employed		Unemployed		Total	Labour force	Not in labour force	Civilian population aged 15 and over	Unemployment rate — per cent —	Participation rate
	Full-time workers	Total	Looking for full-time work	Looking for part-time work — '000 —						
MALES										
New South Wales	1,315.7	1,453.0	173.0	16.3	189.4	1,642.3	667.9	2,310.2	11.5	71.1
Victoria	986.6	1,096.6	151.5	11.8	163.3	1,259.9	459.0	1,718.9	13.0	73.3
Queensland	705.9	789.6	85.3	9.1	94.5	884.1	310.2	1,194.3	10.7	74.0
South Australia	316.9	360.4	41.3	2.7	44.0	404.4	164.9	569.3	10.9	71.0
Western Australia	404.1	451.3	41.3	3.0	44.3	495.6	149.2	644.7	8.9	76.9
Tasmania	97.2	107.9	17.4	* 1.2	18.6	126.5	52.6	179.1	14.7	70.6
Northern Territory	36.9	43.2	2.9	* 0.7	3.7	46.9	14.7	61.6	7.8	76.1
Australian Capital Territory	70.0	80.7	5.6	* 1.2	6.8	87.5	22.0	109.6	7.8	79.9
Australia	3,933.4	4,382.7	518.5	46.0	564.5	4,947.2	1,840.5	6,787.6	11.4	72.9
FEMALES										
New South Wales	654.3	1,091.8	78.8	30.5	109.3	1,201.1	1,191.5	2,392.6	9.1	50.2
Victoria	473.8	815.9	75.8	27.0	102.8	918.7	873.2	1,791.9	11.2	51.3
Queensland	319.6	564.2	47.9	17.1	65.0	629.2	590.7	1,219.9	10.3	51.6
South Australia	145.5	269.9	18.2	7.8	26.0	295.9	294.8	590.7	8.8	50.1
Western Australia	164.2	310.5	22.4	8.6	31.0	341.5	309.0	650.4	9.1	52.5
Tasmania	42.4	80.9	7.4	2.6	10.1	91.0	94.4	185.4	11.1	49.1
Northern Territory	23.6	34.8	2.2	* 0.7	2.9	37.6	20.2	57.8	7.6	65.1
Australian Capital Territory	43.7	70.4	3.1	* 1.3	4.4	74.8	40.0	114.8	5.9	65.2
Australia	1,867.2	3,238.3	255.9	95.6	351.6	3,589.8	3,413.8	7,003.7	9.8	51.3
PERSONS										
New South Wales	1,970.1	2,544.8	251.8	46.9	298.7	2,843.5	1,859.4	4,702.9	10.5	60.5
Victoria	1,460.3	1,912.5	227.3	38.8	266.1	2,178.6	1,332.2	3,510.8	12.2	62.1
Queensland	1,025.5	1,353.7	133.3	26.2	159.5	1,513.2	901.0	2,414.2	10.5	62.7
South Australia	462.5	630.3	59.6	10.5	70.0	700.3	459.7	1,160.0	10.0	60.4
Western Australia	568.3	761.8	63.7	11.6	75.3	837.0	458.1	1,295.2	9.0	64.6
Tasmania	139.6	188.8	24.9	3.8	28.7	217.5	147.0	364.4	13.2	59.7
Northern Territory	60.5	78.0	5.2	* 1.4	6.5	84.5	34.9	119.4	7.7	70.8
Australian Capital Territory	113.7	151.1	8.8	2.5	11.3	162.3	62.0	224.4	6.9	72.3
Australia	5,800.5	7,621.0	774.4	141.6	916.0	8,537.0	5,254.3	13,791.3	10.7	61.9

Source: The Labour Force, Australia (6203.0).

TABLE 2.4. CIVILIAN LABOUR FORCE BY BIRTHPLACE, AUSTRALIA, AUGUST 1993

	Employed		Unemployed		Labour force	Unemployment rate — per cent —	Participation rate(a)
	Full-time workers	Total	Looking for full-time work — '000 —	Total			
Born in Australia	4,345.2	5,778.9	535.9	637.1	6,416.0	9.9	64.5
Born outside Australia	1,455.3	1,842.1	238.5	278.9	2,121.0	13.2	58.6
Main English Speaking Countries	646.4	830.5	71.3	84.3	914.7	9.2	64.5
Other Countries	808.9	1,011.6	167.2	194.6	1,206.3	16.1	54.7
Oceania	160.6	198.5	19.8	24.6	223.0	11.0	73.9
New Zealand	133.5	161.3	14.6	17.0	178.2	9.5	75.5
Europe and the Former USSR	876.1	1,112.8	120.0	137.8	1,250.7	11.0	55.9
Germany	42.8	53.6	6.2	7.3	61.0	12.0	51.5
Greece	38.9	51.5	8.5	9.4	60.9	15.4	48.6
Italy	95.2	114.7	8.2	10.4	125.1	8.3	46.0
Netherlands	35.0	44.9	5.0	5.5	50.4	10.9	52.9
UK and Ireland	459.7	598.1	52.7	61.2	659.3	9.3	61.5
Former Yugoslav Republics	78.2	93.4	13.5	15.3	108.6	14.1	56.8
The Middle East and North Africa	60.8	76.1	25.3	27.5	103.7	26.6	55.7
Lebanon	17.3	23.4	13.0	14.3	37.6	37.9	53.2
Southeast Asia	134.5	166.6	40.9	48.1	214.6	22.4	59.2
Malaysia	28.4	38.4	* 2.9	5.2	43.6	11.9	58.1
Philippines	24.3	32.5	4.0	4.6	37.1	12.3	61.9
Viet Nam	47.1	52.8	24.3	25.0	77.8	32.1	61.8
Northeast Asia	66.8	83.7	11.0	12.6	96.4	13.1	49.7
China	34.9	43.7	6.8	8.1	51.8	15.7	60.6
The Americas	51.4	69.2	8.0	10.7	79.9	13.4	67.4
Other	105.1	135.2	13.5	17.6	152.8	11.5	68.8
India	34.0	40.8	4.3	5.0	45.8	11.0	65.5

(a) Calculated using population estimates which exclude those in institutions.

Source: The Labour Force, Australia (6203.0).

### Characteristics of Migrants Who Arrived in Australia after 1970

In September 1993, the unemployment rate for migrants (who arrived in Australia after 1970 and were aged 18 and over) was 14 per cent, an increase of 3.9 percentage points since September 1990. The unemployment rate varied according to migration category. The rate for principal applicants was 15 per cent in September 1993 (an increase of 5.2 percentage points since the last survey), and 13 per cent for partners of principal applicants (an increase of 3.4 percentage points). The unemployment rate for sponsored migrants who were principal applicants was 17 per cent but for those sponsored by an employer, the rate was 2.7 per cent. Migrants in the New Zealand migration category had an unemployment rate of 9.1 per cent.

Migrants whose country of last residence was the Middle East and North Africa recorded the highest unemployment rate of 31 per cent, followed by those whose country of last residence was Southeast Asia and Northeast Asia with rates of 19 per cent and 16 per cent respectively.

The labour force participation rate for migrants was 70 per cent at September 1993, a slight decrease from the estimate of 72 per cent for September 1990. The rates for male and female migrants were 85 per cent and 56 per cent respectively. The participation rate for those migrants who were sponsored was 69 per cent but 94 per cent for those sponsored by an employer.

Those migrants whose country of last residence was in Oceania had the highest participation rate (80%) followed by those born in Africa (77%). Migrants whose country of last residence was the Middle East and North Africa recorded the lowest participation rate (54%).

TABLE 2.5. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970 AGED 18 AND OVER:  
COUNTRY OF LAST RESIDENCE AND LABOUR FORCE STATUS, AUSTRALIA, SEPTEMBER 1993

Country of last residence	Employed			Unem- ployed -'000-	Labour force	Not in labour force	Total	Unemploy- ment rate - per cent -	Partici- pation rate
	Full-time	Part-time	Total						
MALES									
Oceania	79.2	5.8	85.0	7.9	93.0	9.9	102.8	8.5	90.4
New Zealand	68.0	5.2	73.2	7.1	80.3	8.1	88.4	8.8	90.8
Other countries	11.2	* 0.6	11.8	* 0.9	12.7	* 1.8	14.4	* 6.9	87.7
Europe & the former USSR	165.7	10.2	175.9	25.4	201.4	33.7	235.1	12.6	85.6
United Kingdom/Ireland	106.6	5.5	112.1	9.4	121.5	19.7	141.2	7.7	86.0
Other countries	59.1	4.7	63.8	16.0	79.9	14.0	93.9	20.1	85.1
The Middle East and North Africa	19.7	* 2.5	22.2	8.4	30.6	8.0	38.6	27.4	79.3
Southeast Asia	50.6	4.4	55.0	12.9	67.9	17.5	85.4	19.0	79.5
Northeast Asia	27.5	4.5	31.9	5.0	37.0	8.4	45.3	13.6	81.6
Southern Asia	20.0	* 0.9	21.0	* 2.9	23.9	* 2.2	26.1	* 12.3	91.7
The Americas	22.8	* 1.8	24.5	4.2	28.8	5.2	34.0	14.7	84.6
Africa	19.7	* 1.7	21.5	* 1.4	22.8	* 2.5	25.3	* 6.0	90.3
Total	405.2	31.9	437.1	68.2	505.3	87.3	592.6	13.5	85.3
FEMALES									
Oceania	37.5	21.4	58.9	8.1	67.0	31.3	98.2	12.0	68.2
New Zealand	29.6	19.8	49.4	6.7	56.1	25.5	81.6	11.9	68.8
Other countries	7.9	* 1.6	9.5	* 1.4	10.9	5.8	16.6	* 12.6	65.3
Europe & the former USSR	81.9	48.1	130.0	15.3	145.3	107.8	253.0	10.5	57.4
United Kingdom/Ireland	50.7	32.3	83.0	6.3	89.3	58.6	147.9	7.0	60.4
Other countries	31.2	15.7	47.0	9.0	56.0	49.2	105.2	16.1	53.2
The Middle East and North Africa	* 3.5	* 3.1	6.6	4.6	11.2	27.4	38.6	40.9	29.0
Southeast Asia	43.7	13.2	56.9	13.2	70.1	58.5	128.6	18.8	54.5
Northeast Asia	16.4	6.5	22.9	5.3	28.2	33.0	61.2	18.7	46.0
Southern Asia	10.0	* 3.8	13.8	* 2.3	16.1	10.8	26.9	* 14.4	59.8
The Americas	15.8	8.3	24.1	* 2.3	26.4	17.5	43.8	* 8.7	60.2
Africa	11.1	* 3.8	14.9	* 1.2	16.1	9.0	25.1	* 7.2	64.1
Total	220.0	108.1	328.1	52.1	380.2	295.3	675.5	13.7	56.3
PERSONS									
Oceania	116.7	27.2	144.0	16.0	159.9	41.1	201.1	10.0	79.5
New Zealand	97.6	25.1	122.7	13.8	136.4	33.6	170.0	10.1	80.2
Other countries	19.1	* 2.2	21.3	* 2.2	23.5	7.5	31.1	* 9.5	75.7
Europe & the former USSR	247.6	58.3	305.9	40.7	346.6	141.5	488.1	11.7	71.0
United Kingdom/Ireland	157.3	37.9	195.1	15.7	210.8	78.3	289.1	7.4	72.9
Other countries	90.3	20.4	110.8	25.0	135.8	63.2	199.0	18.4	68.2
The Middle East and North Africa	23.2	5.6	28.9	13.0	41.8	35.4	77.2	31.0	54.2
Southeast Asia	94.3	17.6	111.9	26.1	138.0	76.0	214.0	18.9	64.5
Northeast Asia	43.9	11.0	54.8	10.3	65.1	41.4	106.5	15.8	61.2
Southern Asia	30.0	4.7	34.7	5.2	40.0	13.0	53.0	13.1	75.4
The Americas	38.6	10.1	48.6	6.5	55.2	22.7	77.9	11.9	70.9
Africa	30.9	5.5	36.4	* 2.5	38.9	11.5	50.4	* 6.5	77.2
Total	625.2	140.0	765.2	120.4	885.5	382.6	1,268.1	13.6	69.8

Source: Labour Force and Other Characteristics of Migrants, Australia (6250.0).

### Labour Force Experience

An estimated 9,395,000 persons aged between 15 and 69 years participated in the labour force, that is, worked or looked for work at some time during the twelve months ending March 1993. The proportion of persons who participated in the labour force remained steady at 77 per cent for the year ending March 1990 to the year ending March 1992, then fell slightly to 76 per cent in 1993.

The participation rate of males was slightly lower in 1993 than in previous years, at 85 per cent. This proportion had remained steady at 86 per cent for all years between 1988 and 1992. The participation rate of females has increased from 63 per cent in 1988 to 67 per cent in 1993. However, there has been little change since 1990.

The participation rate of persons aged 15 to 19 decreased from 69 per cent in the year ending February 1988 to 68 per cent in the year ending March 1993. The participation rate of persons aged 45 to 54 years increased by 6 percentage points to 83 per cent over the same period.

Of the 12,321,200 persons aged between 15 and 69 in March 1993—

- 8,574,000 persons (70%) worked at some time during the preceding year.
- 2,110,100 persons (17%) looked for work at some time during the preceding year.
- 5,341,000 persons (43%) were not in the labour force at some time during the preceding year. Of these, 2,926,200 persons were not in the labour force all 52 weeks.

**TABLE 2.6. CIVILIAN POPULATION AGED 15 TO 69: PROPORTION WHO PARTICIPATED IN THE LABOUR FORCE AT SOME TIME DURING THE PREVIOUS TWELVE MONTH PERIOD AND AGE, AUSTRALIA, FEBRUARY 1988 TO MARCH 1993(a)**  
(per cent)

Survey conducted in—	Age group (years)								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69(b)	
MALES									
February—									
1988	70.1	95.6	97.3	96.4	90.8	81.2	54.5	16.3	85.5
1989	73.9	96.1	97.2	96.7	92.1	79.8	57.7	17.0	85.8
March—									
1990	75.4	95.8	97.5	96.5	92.4	80.3	57.7	19.2	86.2
1991	72.3	96.3	97.7	96.7	92.6	81.1	58.7	20.8	86.3
1992	69.3	95.3	97.1	96.5	92.5	78.8	58.6	22.5	85.8
1993	68.6	94.3	96.6	96.5	93.0	78.4	58.3	18.6	85.4
FEMALES									
February—									
1988	68.5	86.4	73.1	73.8	61.8	35.1	15.9	6.6	63.0
1989	73.9	86.4	74.6	76.4	64.7	39.4	19.0	5.9	65.2
March—									
1990	73.4	86.5	78.0	80.5	66.8	38.5	18.7	5.8	67.1
1991	72.3	86.4	77.4	78.6	69.6	42.5	19.6	6.9	67.3
1992	69.4	85.8	76.6	79.1	69.9	42.5	19.1	7.2	67.0
1993	67.9	85.7	75.6	78.6	71.8	44.5	19.8	6.2	67.0
PERSONS									
February—									
1988	69.3	91.0	85.2	85.2	76.6	58.3	35.0	11.1	74.3
1989	73.9	91.3	85.9	86.6	78.7	59.9	38.1	11.2	75.6
March—									
1990	74.4	91.1	87.8	88.5	79.9	59.7	38.1	12.2	76.7
1991	72.3	91.4	87.5	87.7	81.4	62.1	38.7	13.6	76.9
1992	69.4	90.6	86.8	87.8	81.5	61.0	39.5	14.3	76.5
1993	68.3	90.0	86.1	87.5	82.6	62.0	38.7	12.2	76.3

(a) Prior to March 1990, the scope of the survey included persons aged 70 years and over. To enable time series comparisons, proportions from 1988 to 1989 have been calculated with persons aged 70 years and over excluded.

Source: *Labour Force Experience, Australia* (6206.0).

TABLE 2.7. CIVILIAN POPULATION AGED 15 TO 69: LABOUR FORCE EXPERIENCE DURING THE YEAR ENDING MARCH 1993 AND MARITAL STATUS, AUSTRALIA ('000)

	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Not in the labour force at any time during the preceding year	478.9	1,342.5	1,821.4	422.5	682.3	1,104.7	901.4	2,024.8	2,926.2
In the labour force at some time during the preceding year	3,281.1	2,436.6	5,717.7	2,011.6	1,665.7	3,677.3	5,292.7	4,102.3	9,395.0
Time in the labour force during the preceding year (weeks)—									
1 and under 4	11.1	52.0	63.1	43.2	50.5	93.7	54.4	102.5	156.8
4 and under 13	28.4	116.3	144.7	120.8	128.4	249.3	149.2	244.8	394.0
13 and under 26	34.0	105.8	139.9	86.1	102.8	189.0	120.2	208.7	328.9
26 and under 39	54.4	147.5	201.9	79.1	89.4	168.6	133.5	237.0	370.5
39 and under 49	155.5	254.3	409.8	139.1	146.2	285.2	294.6	400.5	695.0
49 and under 52	141.1	147.1	288.2	85.5	95.9	181.5	226.6	243.0	469.7
52	2,856.6	1,613.6	4,470.1	1,457.7	1,052.4	2,510.0	4,314.2	2,665.9	6,980.2
Worked at some time during the preceding year	3,119.0	2,258.6	5,377.6	1,751.2	1,445.2	3,196.4	4,870.2	3,703.8	8,574.0
Time worked during the preceding year (weeks)—									
1 and under 4	19.2	38.6	57.8	54.3	40.2	94.5	73.5	78.8	152.3
4 and under 13	55.8	100.3	156.1	134.6	121.2	255.8	190.4	221.5	411.9
13 and under 26	92.7	109.1	201.7	121.1	94.4	215.5	213.7	203.5	417.2
26 and under 39	130.1	162.5	292.6	135.3	116.4	251.7	265.4	278.9	544.3
39 and under 49	252.7	259.3	512.0	192.3	176.6	368.9	445.0	435.9	881.0
49 and under 52	141.0	140.7	281.7	77.2	85.1	162.4	218.2	225.9	444.0
52	2,427.5	1,448.1	3,875.5	1,036.3	811.3	1,847.6	3,463.8	2,259.3	5,723.2
Full-time/part-time status of weeks worked—									
All were full-time	2,746.0	1,085.9	3,831.9	1,265.6	805.1	2,070.7	4,011.6	1,891.1	5,902.6
More full-time than part-time	162.0	119.5	281.4	119.3	96.7	216.1	281.3	216.2	497.5
More part-time than full-time	47.1	101.1	148.2	58.8	60.3	119.1	105.8	161.4	267.3
All were part-time	164.0	952.1	1,116.1	307.5	483.0	790.5	471.4	1,435.1	1,906.6
Number of employers/businesses held during the year—									
One	2,842.8	2,078.7	4,921.5	1,461.0	1,201.2	2,662.3	4,303.8	3,280.0	7,583.8
Two	214.5	145.4	359.9	209.6	180.1	389.7	424.1	325.5	749.6
Three	39.4	26.3	65.6	52.0	42.9	94.9	91.4	69.2	160.5
Four or more	22.4	8.2	30.6	28.5	21.0	49.4	50.9	29.1	80.0
Looked for work at some time during the preceding year	547.7	370.9	918.6	682.2	509.2	1,191.5	1,229.9	880.1	2,110.1
Number of spells of looking for work during the preceding year—									
One	420.3	287.7	708.0	514.6	403.0	917.6	934.8	690.7	1,625.5
Two	49.0	27.1	76.0	70.5	51.0	121.5	119.5	78.0	197.5
Three	26.0	18.8	44.8	35.7	23.2	59.0	61.7	42.1	103.7
Four or more	52.5	37.3	89.8	61.4	32.0	93.4	113.9	69.3	183.3
<b>Total</b>	<b>3,760.0</b>	<b>3,779.2</b>	<b>7,539.2</b>	<b>2,434.1</b>	<b>2,347.9</b>	<b>4,782.0</b>	<b>6,194.1</b>	<b>6,127.1</b>	<b>12,321.2</b>

Source: Labour Force Experience, Australia (6206.0).

### Transition from Education to Work

In May 1993, 2,190,000 persons were identified as having attended an educational institution in the previous year (1992) — 1,429,400 attended full-time and 760,700 attended part-time.

Of those who attended full-time in 1992, 354,200 had left full-time education by May 1993. Of this group 66 per cent (232,700) were employed in May 1993, while 24 per cent (85,000) were unemployed and 10 per cent (36,500) were not in the labour force.

Of those who attended an educational institution part-time in 1992, 46 per cent (353,700) were not attending an educational institution at all in May 1993, 50 per cent (378,800) continued part-time study and 3.7 per cent (28,100) were attending full-time in May 1993.

TABLE 2.8. CIVILIAN POPULATION AGED 15 TO 64 : AGE, WHETHER ATTENDED AN EDUCATIONAL INSTITUTION AND TYPE OF ATTENDANCE IN PREVIOUS YEAR, WHETHER ATTENDING FULL-TIME EDUCATION AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1988 TO MAY 1993 ('000)

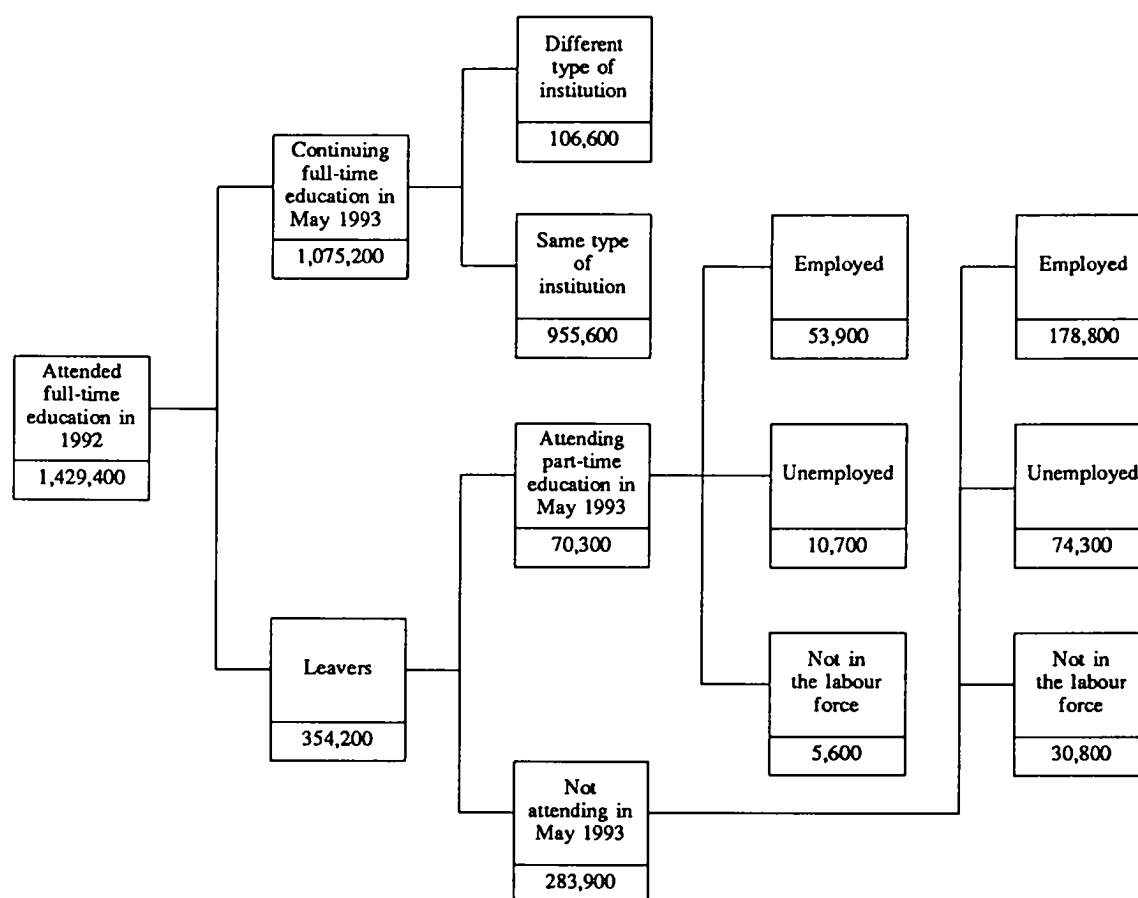
	1988	1989	1990	1991	1992	1993(a)
<b>AGED 15 TO 24</b>						
Attended an educational institution in previous year	1,423.7	1,483.0	1,510.2	1,539.3	1,628.9	1,558.4
Attended full-time in previous year	1,261.9	1,196.5	1,219.6	1,239.2	1,327.7	1,288.4
Attending full-time education in May	870.8	907.2	928.3	990.1	1,032.5	1,007.2
Leavers	291.0	289.3	291.4	249.2	295.1	281.2
Employed	232.0	234.0	230.5	166.5	193.3	186.0
Full-time workers	196.1	199.9	186.2	118.5	134.0	129.0
Part-time workers	35.9	34.1	44.2	48.0	59.1	57.0
Unemployed	42.6	38.3	44.7	64.3	79.3	70.0
Not in labour force	16.4	17.0	16.2	18.4	22.5	25.2
Attended part-time in previous year	261.7	286.5	290.5	300.1	301.3	270.0
Attending an educational institution in May	144.6	147.6	152.4	163.4	158.0	153.1
Full-time	12.5	12.3	15.6	17.8	19.1	14.9
Part-time	132.3	135.3	136.8	145.6	138.8	138.2
Not attending an educational institution in May	117.1	138.9	138.1	136.7	143.3	116.9
Did not attend an educational institution in previous year	1,271.6	1,233.8	1,214.2	1,191.9	1,110.1	1,170.4
<b>Total</b>	<b>2,695.2</b>	<b>2,716.8</b>	<b>2,724.4</b>	<b>2,731.2</b>	<b>2,739.0</b>	<b>2,728.8</b>
<b>AGED 25 TO 64</b>						
Attended an educational institution in previous year	703.2	725.3	767.1	850.1	934.8	631.7
Attended full-time in previous year	92.5	91.8	113.8	126.3	154.8	141.0
Attending full-time education in May	42.5	45.5	45.6	58.9	65.7	68.0
Leavers	50.0	46.3	68.2	67.4	89.2	73.0
Employed	36.5	35.2	50.9	43.3	56.3	46.8
Full-time workers	26.9	29.8	43.1	31.0	38.2	31.0
Part-time workers	9.6	5.3	7.8	12.3	18.1	15.8
Unemployed	7.0	4.7	7.6	15.2	20.7	15.0
Not in labour force	6.5	6.4	9.7	8.8	12.2	11.3
Attended part-time in previous year	610.7	633.5	653.2	723.7	779.9	490.7
Attending an educational institution in May	253.3	273.8	260.3	299.8	313.7	253.9
Full-time	7.9	12.7	12.0	11.8	13.7	13.3
Part-time	245.4	261.1	248.3	288.0	300.0	240.6
Not attending an educational institution in May	357.4	359.7	393.0	423.9	466.3	236.8
Did not attend an educational institution in previous year	7,464.7	7,651.1	7,773.5	7,858.7	7,912.1	8,355.8
<b>Total</b>	<b>8,167.9</b>	<b>8,376.3</b>	<b>8,540.6</b>	<b>8,708.7</b>	<b>8,846.8</b>	<b>8,987.5</b>
<b>ALL PERSONS</b>						
Attended an educational institution in previous year	2,126.8	2,208.2	2,277.2	2,389.4	2,563.7	2,190.0
Attended full-time in previous year	1,254.4	1,288.2	1,333.4	1,365.5	1,482.5	1,429.4
Attending full-time education in May	913.3	952.6	973.8	1,049.0	1,098.2	1,075.2
Leavers	341.1	335.6	359.6	316.5	384.2	354.2
Employed	268.5	269.2	281.4	209.8	249.5	232.7
Full-time workers	223.0	229.7	229.3	149.5	172.2	160.0
Part-time workers	45.5	39.5	52.0	60.3	77.3	72.7
Unemployed	49.7	43.0	52.3	79.5	100.0	85.0
Not in labour force	22.9	23.4	26.0	27.2	34.7	36.5
Attended part-time in previous year	872.4	920.0	943.8	1,023.8	1,081.2	760.7
Attending an educational institution in May	398.0	421.4	412.7	463.2	471.7	406.9
Full-time	20.3	25.0	27.6	29.6	32.8	28.1
Part-time	377.7	396.4	385.1	433.6	438.8	378.8
Not attending an educational institution in May	474.5	498.6	531.1	560.6	609.6	353.7
Did not attend an educational institution in previous year	8,736.3	8,884.9	8,987.7	9,050.6	9,022.2	9,526.2
<b>Total</b>	<b>10,863.1</b>	<b>11,093.1</b>	<b>11,265.0</b>	<b>11,439.9</b>	<b>11,585.9</b>	<b>11,716.2</b>

(a) There is a break in series between 1992 and 1993 owing to the introduction of the Australian Bureau of Statistics Classification of Qualifications (ABSCQ) in the May 1993 survey.

Source: Transition from Education to Work, Australia (6227.0).



**CHART 2.4. PERSONS AGED 15 TO 64 WHO ATTENDED AN EDUCATIONAL INSTITUTION FULL-TIME IN 1992 :  
SELECTED EDUCATIONAL AND LABOUR FORCE CHARACTERISTICS, AUSTRALIA, MAY 1993**



Source: *Transition from Education to Work, Australia* (6227.0).

**TABLE 2.9. LEAVERS AGED 15 TO 64 : TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL-TIME  
IN PREVIOUS YEAR AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1988 TO MAY 1993**

	1988	1989	1990	1991	1992	1993(a)
	— '000 —					
<i>Attended school full-time in previous year</i>	194.6	198.1	172.9	138.8	149.9	155.9
Labour force	183.2	184.7	162.8	125.6	136.9	141.3
Employed	148.6	158.2	136.2	87.6	86.1	95.2
Unemployed	34.7	26.4	26.7	38.1	50.8	46.1
Not in labour force	11.3	13.5	10.1	13.2	13.0	14.6
	— per cent —					
Unemployment rate	18.9	14.3	16.4	30.3	37.1	32.6
Participation rate	94.2	93.2	94.2	90.5	91.3	90.6
	— '000 —					
<i>Attended tertiary full-time in previous year</i>	146.5	137.5	186.7	177.7	234.3	198.3
Labour force	134.9	127.5	170.8	163.7	212.7	176.5
Employed	119.9	110.9	145.2	122.2	163.4	137.5
Unemployed	15.0	16.6	25.6	41.4	49.3	38.9
Not in the labour force	11.6	9.9	15.9	14.0	21.6	21.8
	— per cent —					
Unemployment rate	11.1	13.0	15.0	25.3	23.2	22.1
Participation rate	92.1	92.8	91.5	92.1	90.8	89.0
	— '000 —					
<i>All leavers</i>	341.1	335.6	359.6	316.5	384.2	354.2
Labour force	318.1	312.2	333.7	289.3	349.5	317.8
Employed	268.5	269.2	281.4	209.8	249.5	232.7
Unemployed	49.6	43.0	52.3	79.5	100.0	85.0
Not in the labour force	22.9	23.4	26.0	27.2	34.7	36.5
	— per cent —					
Unemployment rate	15.6	13.8	15.7	27.5	28.6	26.8
Participation rate	93.3	93.0	92.8	91.4	91.0	89.7

(a) There is a break in series between 1992 and 1993 owing to the introduction of the Australian Bureau of Statistics Classification of Qualifications (ABSCQ) in the May 1993 survey.

Source: *Transition from Education to Work, Australia* (6227.0).

**TABLE 2.10. PERSONS AGED 15 TO 24 WHO ATTENDED SCHOOL IN 1992 BUT WERE NOT ATTENDING SCHOOL IN MAY 1993:  
TYPE OF SCHOOL LAST ATTENDED, LABOUR FORCE STATUS, WHETHER ATTENDING A TERTIARY INSTITUTION,  
TYPE OF TERTIARY INSTITUTION ATTENDING AND TYPE OF ATTENDANCE, AUSTRALIA, MAY 1993**

Whether attending in May 1993	Type of institution attending in May 1993	Type of attendance in May 1993	Government school	Non-government school	Total(a)	Government school	Non-government school	Total(a)
			—'000—			—per cent—		
EMPLOYED								
Attending	Higher Education(b)		10.3	8.4	18.6	10.0	28.6	14.1
		Full-time	9.1	7.9	17.1	8.8	27.2	12.9
	TAFE		27.9	8.8	36.6	27.0	29.9	27.7
		Full-time	10.0	* 3.7	13.6	9.6	* 12.6	10.3
		Part-time	17.9	5.1	23.0	17.4	17.3	17.4
	Total attending tertiary(c)		43.1	18.7	61.8	41.8	63.9	46.7
		Full-time	21.0	12.6	33.6	20.4	43.2	25.4
		Part-time	22.1	6.1	28.2	21.4	20.7	21.3
Not attending			60.1	10.6	70.7	58.2	36.1	53.3
Total			103.2	29.2	132.5	100.0	100.0	100.0
UNEMPLOYED								
Attending	Higher Education(b)		* 1.9	* 3.0	4.9	* 3.9	* 29.2	8.2
		Full-time	* 1.9	* 3.0	4.9	* 3.9	* 29.2	8.2
	TAFE		6.6	* 2.3	9.0	13.3	* 23.2	15.0
		Full-time	4.6	* 1.7	6.3	9.2	* 16.6	10.5
		Part-time	* 2.0	* 0.7	* 2.7	* 4.1	* 6.6	* 4.5
	Total attending tertiary(c)		10.1	5.8	15.8	20.3	56.8	26.5
		Full-time	7.7	4.8	12.5	15.6	47.8	21.0
		Part-time	* 2.3	* 0.9	* 3.3	* 4.7	* 9.0	* 5.5
Not attending			39.5	4.4	43.9	79.7	43.2	73.5
Total			49.6	10.1	59.7	100.0	100.0	100.0
NOT IN THE LABOUR FORCE								
Attending	Higher Education(b)		20.0	16.9	36.9	38.2	62.8	46.5
		Full-time	19.8	16.6	36.4	37.9	61.5	45.9
	TAFE		15.9	6.1	22.0	30.4	22.7	27.7
		Full-time	15.6	6.1	21.7	29.8	22.7	27.4
		Part-time	* 0.3	* 0.0	* 0.3	* 0.5	* 0.0	* 0.4
	Total attending tertiary(c)		39.4	24.5	63.9	75.3	91.1	80.7
		Full-time	38.5	24.2	62.7	73.6	89.9	79.2
		Part-time	* 0.9	* 0.3	* 1.2	* 1.7	* 1.2	* 1.5
Not attending			12.9	* 2.4	15.3	24.7	* 8.9	19.3
Total			52.3	26.9	79.2	100.0	100.0	100.0
ALL PERSONS								
Attending	Higher Education(b)		32.1	28.2	60.4	15.7	42.6	22.2
		Full-time	30.8	27.5	58.3	15.0	41.4	21.5
	TAFE		50.4	17.2	67.6	24.6	25.9	24.9
		Full-time	30.1	11.5	41.6	14.7	17.3	15.3
		Part-time	20.3	5.7	26.0	9.9	8.6	9.6
	Total attending tertiary(c)		92.5	49.0	141.5	45.1	73.9	52.2
		Full-time	67.2	41.7	108.9	32.8	62.8	40.1
		Part-time	25.3	7.3	32.6	12.3	11.0	12.0
Not attending			112.5	17.3	129.8	54.9	26.1	47.8
Total			205.0	66.3	271.4	100.0	100.0	100.0

(a) Includes a small number of persons who were not asked the type of school they last attended. (b) Includes persons attending part time. (c) Includes persons attending other tertiary institutions.

Source: *Transition from Education to Work, Australia* (6227.0).

### Educational Attainment

In February 1993 there were an estimated 8,574,700 persons aged 15 to 69 in the labour force, of whom 4,333,000 (51%) had post-school qualifications, 4,063,500 (47%) were without post-school qualifications and 178,100 (2.1%) were still at school. Persons in the labour force with a post-school qualification comprised 1,814,800 (42%) with a certificate or diploma, 1,404,800 (32%) with a trade qualification, 1,057,700 (24%) with a degree and the remaining 55,700 with other post-school qualifications.

TABLE 2.11 PERSONS AGED 15 TO 69: LABOUR FORCE STATUS AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1993

Educational attainment	Employed			Unem- ployed	Labour force	Not in labour force	Total	Unem- ployment rate	Partici- pation rate
	Full time	Part time	Total						
	- '000-								
MALES									
With post-school qualifications	2,266.3	143.4	2,409.7	231.2	2,641.0	358.5	2,999.5	8.8	88.0
Degree	560.4	39.7	600.1	33.5	633.6	52.8	686.4	5.3	92.3
Trade qualification	1,117.8	57.0	1,174.8	123.3	1,298.1	207.1	1,505.2	9.5	86.2
Certificate or diploma	560.2	44.1	604.3	69.1	673.4	94.7	768.1	10.3	87.7
Other	27.9	*2.6	30.5	5.3	35.8	4.0	39.8	14.8	90.0
Without post-school qualifications	1,695.6	197.7	1,893.3	377.9	2,271.2	619.6	2,890.8	16.6	78.6
Attended highest level of secondary school available	517.1	98.3	615.4	115.4	730.9	148.6	879.5	15.8	83.1
Did not attend highest level of secondary school available	1,172.6	99.4	1,271.9	260.5	1,532.4	458.7	1,991.1	17.0	77.0
Left at age-									
18 and over	25.0	*2.7	27.7	8.3	36.0	9.7	45.7	23.0	78.8
16 or 17	456.5	33.5	490.1	102.6	592.7	73.0	665.7	17.3	89.0
14 or 15	602.1	54.1	656.2	126.9	783.2	285.6	1,068.7	16.2	73.3
13 and under	88.9	9.0	97.9	22.6	120.5	90.4	211.0	18.7	57.1
Never attended school	5.9	*0.0	5.9	*2.0	7.9	12.3	20.2	*24.9	39.1
Still at school	*0.6	50.8	51.4	22.0	73.4	221.5	294.9	30.0	24.9
Total	3,962.5	391.9	4,354.4	631.1	4,985.5	1,199.7	6,185.2	12.7	80.6
FEMALES									
With post-school qualifications	995.7	533.5	1,529.2	162.9	1,692.1	630.5	2,322.6	9.6	72.9
Degree	286.9	105.3	392.3	31.8	424.1	97.8	521.8	7.5	81.3
Trade qualification	58.7	36.2	94.9	11.8	106.7	64.7	171.4	11.1	62.2
Certificate or diploma	641.2	383.6	1,024.8	116.6	1,141.4	460.0	1,601.5	10.2	71.3
Other	8.9	8.4	17.3	*2.6	19.9	8.0	27.9	*13.3	71.2
Without post-school qualifications	879.1	689.7	1,568.7	223.6	1,792.3	1,713.1	3,505.4	12.5	51.1
Attended highest level of secondary school available	322.0	213.3	535.4	82.1	617.4	316.5	933.9	13.3	66.1
Did not attend highest level of secondary school available	556.1	475.7	1,031.8	139.8	1,171.6	1,377.4	2,549.0	11.9	46.0
Left at age-									
18 and over	9.9	5.1	15.0	*3.2	18.1	15.0	33.1	*17.5	54.8
16 or 17	255.9	184.8	440.6	58.4	499.0	332.6	831.6	11.7	60.0
14 or 15	263.5	264.0	527.6	68.5	596.1	847.1	1,443.1	11.5	41.3
13 and under	26.9	21.8	48.7	9.7	58.3	182.8	241.1	16.6	24.2
Never attended school	*0.9	*0.7	*1.6	*1.8	*3.3	19.2	22.5	*52.9	*14.8
Still at school	*0.1	81.8	81.9	22.9	104.8	187.7	292.4	21.8	35.8
Total	1,874.8	1,305.0	3,179.8	409.3	3,589.1	2,531.3	6,120.4	11.4	58.6
ALL PERSONS									
With post-school qualifications	3,262.0	676.9	3,938.9	394.1	4,333.0	989.1	5,322.1	9.1	81.4
Degree	847.3	145.0	992.3	65.3	1,057.7	150.6	1,208.3	6.2	87.5
Trade qualification	1,176.4	93.2	1,269.7	135.1	1,404.8	271.8	1,676.6	9.6	83.8
Certificate or diploma	1,201.4	427.7	1,629.1	185.7	1,814.8	554.7	2,369.5	10.2	76.6
Other	36.8	11.0	47.8	7.9	55.7	12.0	67.7	14.2	82.3
Without post-school qualifications	2,574.7	887.4	3,462.0	601.5	4,063.5	2,332.7	6,396.2	14.8	63.5
Attended highest level of secondary school available	839.1	311.7	1,150.8	197.5	1,348.3	465.1	1,813.4	14.6	74.4
Did not attend highest level of secondary school available	1,728.7	575.0	2,303.8	400.2	2,704.0	1,836.1	4,540.0	14.8	59.6
Left at age-									
18 and over	34.9	7.8	42.7	11.4	54.1	24.7	78.8	21.1	68.7
16 or 17	712.4	218.3	930.7	161.1	1,091.8	405.5	1,497.3	14.8	72.9
14 or 15	865.7	318.1	1,183.8	195.4	1,379.2	1,132.6	2,511.9	14.2	54.9
13 and under	115.8	30.8	146.6	32.3	178.9	273.2	452.1	18.0	39.6
Never attended school	6.8	*0.7	7.5	*3.7	11.2	31.5	42.7	*33.2	26.3
Still at school	*0.6	132.6	133.2	44.9	178.1	409.2	587.4	25.2	30.3
Total	5,837.3	1,696.9	7,534.2	1,040.5	8,574.7	3,731.0	12,305.6	12.1	69.7

## Families

In June 1993, 79 per cent of *married-couple families* had at least one partner in the labour force, 55 per cent of *one-parent families* had the parent in the labour force while 46 per cent of family heads of *other families* were in the labour force.

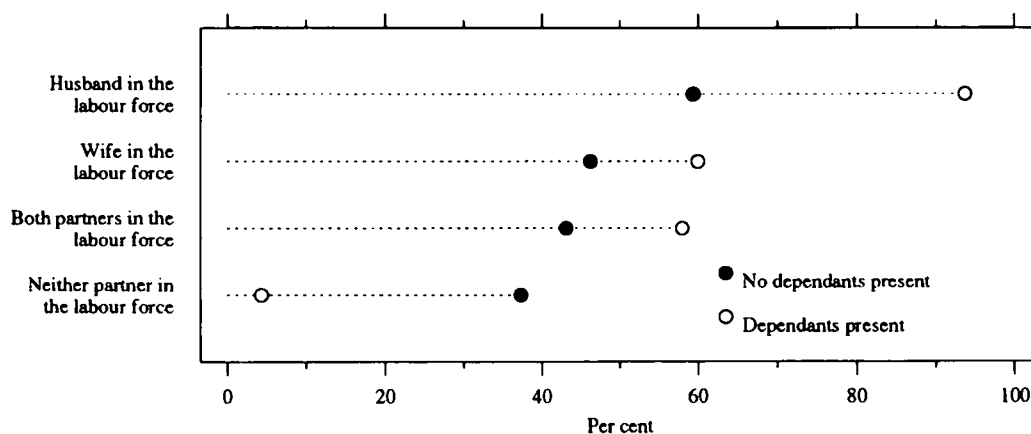
Of the 75 per cent of *married-couple families* where at least one partner was employed, 32 per cent had both partners employed full time. Of those *married-couple families* with both partners employed, 58 per cent had dependants present. About 28 per cent of *married-couple families* had only one partner employed. In 87 per cent of these families the employed person was the husband.

Eight per cent of *married-couple families* had at least one partner unemployed. Of these families 41 per cent had one partner employed, and of these 77 per cent were employed full time.

In 45 per cent of *one-parent families*, the parent was employed. Eighty-nine per cent of *one-parent families* had a female parent while 11 per cent had a male parent. Sixty-five per cent of male parents of *one-parent families* were employed, compared with 43 per cent of female parents of *one-parent families*. A greater proportion of male parents of one-parent families were employed than female parents of one-parent families, regardless of the age of the youngest dependant.

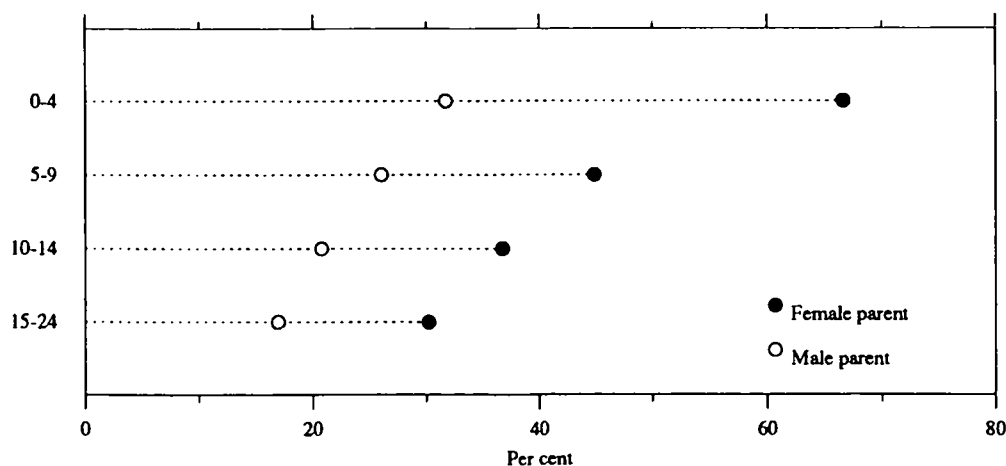
For *other families*, 40 per cent of family heads were employed and 6 per cent were unemployed.

CHART 2.5. PERCENTAGE OF MARRIED-COUPLE FAMILIES (WITH OR WITHOUT DEPENDANTS PRESENT) BY LABOUR FORCE STATUS OF HUSBAND AND WIFE, AUSTRALIA, JUNE 1993



Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

CHART 2.6. PERCENTAGE OF ONE-PARENT FAMILIES WITH THE PARENT NOT IN THE LABOUR FORCE, BY AGE OF YOUNGEST DEPENDANT, AUSTRALIA, JUNE 1993



Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

TABLE 2.12. FAMILY STATUS AND LABOUR FORCE STATUS OF PERSONS AGED 15 AND OVER(a)  
AUSTRALIA, JUNE 1993

	<i>Employed</i>		<i>Total</i>	<i>Unemployed</i> <i>Looking for full-time work</i>		<i>Labour force</i>	<i>Not in labour force</i>	<i>Civilian population aged 15 and over</i>	<i>Unemployment rate — per</i>	<i>Participation rate — cent</i>
	<i>Full-time workers</i>	<i>Part-time workers</i>		<i>Total</i> — '000 —						
MALES										
Member of a family	3,261.7	351.8	3,613.5	383.8	418.4	4,031.9	1,338.6	5,370.5	10.4	75.1
Husband	2,631.7	164.7	2,796.3	228.5	236.1	3,032.4	916.8	3,949.2	7.8	76.8
With dependants present	1,654.5	72.2	1,726.8	148.4	151.9	1,878.7	126.4	2,005.0	8.1	93.7
Without dependants present	977.1	92.4	1,069.6	80.2	84.2	1,153.7	790.4	1,944.2	7.3	59.3
Sole parent	27.5	* 3.4	30.9	5.2	5.9	36.8	10.7	47.5	16.0	77.6
Other family head	43.3	* 2.9	46.2	7.4	7.9	54.1	29.9	84.0	14.6	64.4
Full-time student aged 15-24(b)	5.6	103.2	108.8	7.5	29.3	138.1	287.3	425.4	21.2	32.5
Other child(c) of married couple or family head	509.8	70.7	580.5	120.3	124.2	704.7	62.5	767.1	17.6	91.9
Other relative of married couple or family head	43.7	7.0	50.7	14.8	15.1	65.8	31.4	97.3	23.0	67.7
Not a member of a family	568.2	71.2	639.5	116.0	124.1	763.5	277.5	1,041.1	16.3	73.3
Living alone	276.3	28.8	305.1	51.3	55.7	360.8	209.6	570.4	15.4	63.3
Not living alone	292.0	42.4	334.4	64.7	68.4	402.8	67.9	470.7	17.0	85.6
Total	3,829.9	423.0	4,253.0	499.7	542.5	4,795.5	1,616.1	6,411.6	11.3	74.8
FEMALES										
Member of a family	1,475.7	1,205.0	2,680.7	189.2	272.7	2,953.3	2,499.4	5,452.7	9.2	54.2
Wife	1,035.1	891.1	1,926.2	92.6	133.5	2,059.7	1,812.5	3,872.2	6.5	53.2
With dependants present	471.5	616.5	1,088.0	54.0	87.2	1,175.2	782.1	1,957.3	7.4	60.0
Without dependants present	563.6	274.5	838.1	38.7	46.3	884.5	1,030.4	1,914.9	5.2	46.2
Sole parent	83.9	72.5	156.4	21.0	33.5	189.9	175.8	365.8	17.6	51.9
Other family head	52.7	17.6	70.4	8.9	9.9	80.3	125.8	206.1	12.4	39.0
Full-time student aged 15-24(b)	* 2.7	146.0	148.7	5.9	31.2	179.8	265.5	445.3	17.3	40.4
Other child(c) of married couple or family head	278.0	70.8	348.7	53.9	56.9	405.6	45.8	451.5	14.0	89.8
Other relative of married couple or family head	23.3	7.0	30.3	6.8	7.6	37.9	74.0	112.0	20.2	33.9
Not a member of a family	347.0	96.3	443.3	48.4	55.3	498.6	588.3	1,086.8	11.1	45.9
Living alone	161.6	40.0	201.6	17.7	20.9	222.5	517.9	740.5	9.4	30.1
Not living alone	185.4	56.2	241.7	30.7	34.4	276.1	70.3	346.4	12.5	79.7
Total	1,822.7	1,301.2	3,123.9	237.6	328.0	3,451.9	3,087.7	6,539.6	9.5	52.8
PERSONS										
Member of a family	4,737.4	1,556.8	6,294.2	572.9	691.1	6,985.3	3,838.0	10,823.3	9.9	64.5
Husband or wife	3,666.8	1,055.7	4,722.5	321.2	369.6	5,092.1	2,729.2	7,821.3	7.3	65.1
With dependants present	2,126.0	688.8	2,814.8	202.3	239.1	3,053.9	908.4	3,962.3	7.8	77.1
Without dependants present	1,540.7	366.9	1,907.7	118.8	130.5	2,038.2	1,820.8	3,859.0	6.4	52.8
Sole parent	111.5	75.9	187.4	26.3	39.4	226.8	186.5	413.2	17.4	54.9
Other family head	96.0	20.5	116.6	16.2	17.8	134.4	155.7	290.1	13.3	46.3
Full-time student aged 15-24(b)	8.3	249.2	257.5	13.4	60.4	317.9	552.8	870.7	19.0	36.5
Other child(c) of married couple or family head	787.8	141.4	929.2	174.2	181.1	1,110.3	108.3	1,218.6	16.3	91.1
Other relative of married couple or family head	67.0	14.0	81.0	21.7	22.8	103.8	105.5	209.2	21.9	49.6
Not a member of a family	915.2	167.5	1,082.7	164.4	179.4	1,262.1	865.8	2,127.9	14.2	59.3
Living alone	437.8	68.9	506.7	69.0	76.6	583.3	727.5	1,310.8	13.1	44.5
Not living alone	477.4	98.7	576.0	95.4	102.8	678.9	138.2	817.1	15.1	83.1
Total	5,652.6	1,724.3	7,376.9	737.3	870.5	8,247.4	4,703.8	12,951.2	10.6	63.7

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: *Labour Force Status and Other Characteristics of Families, Australia, (6224.0).*

TABLE 2.13. FAMILY STATUS OF EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS(a)  
AUSTRALIA, JUNE 1993

	Full-time workers	Part-time workers				Total workers	Average weekly hours worked		
		Weekly hours worked			Total workers		Full-time workers	Part-time workers	Total
		0(b)	1-14	15-34 — '000 —					
MALES									
Member of a family	3,261.7	14.6	167.4	169.8	351.8	3,613.5	43.4	14.8	40.6
Husband	2,631.7	8.0	54.7	102.0	164.7	2,796.3	44.2	17.2	42.6
With dependants present	1,654.5	* 3.0	23.3	45.9	72.2	1,726.8	44.7	17.4	43.6
Without dependants present	977.1	4.9	31.3	56.1	92.4	1,069.6	43.3	17.0	41.1
Sole parent	27.5	* 0.0	* 1.5	* 1.9	* 3.4	30.9	43.2	18.2	40.5
Other family head	43.3	* 0.0	* 1.4	* 1.5	* 2.9	46.2	43.8	18.5	42.2
Full-time student aged 15-24(c)	5.6	4.9	79.8	18.5	103.2	108.8	28.9	8.7	9.7
Other child(d) of married couple or family head	509.8	* 1.4	27.0	42.2	70.7	580.5	39.9	17.6	37.2
Other relative of married couple or family head	43.7	* 0.3	* 3.0	3.7	7.0	50.7	38.5	15.6	35.3
Not a member of a family	568.2	3.9	26.0	41.3	71.2	639.5	42.9	16.9	40.0
Living alone	276.3	* 1.9	10.0	17.0	28.8	305.1	43.4	16.5	40.9
Not living alone	292.0	* 2.0	16.1	24.4	42.4	334.4	42.5	17.1	39.2
Total	3,829.9	18.5	193.4	211.2	423.0	4,253.0	43.3	15.1	40.5
FEMALES									
Member of a family	1,475.7	50.1	494.5	660.3	1,205.0	2,680.7	39.0	15.7	28.5
Wife	1,035.1	39.3	314.8	537.0	891.1	1,926.2	39.4	16.6	28.8
With dependants present	471.5	27.7	222.8	366.1	616.5	1,088.0	39.5	16.3	26.3
Without dependants present	563.6	11.6	92.0	170.9	274.5	838.1	39.4	17.2	32.1
Sole parent	83.9	* 1.9	32.5	38.2	72.5	156.4	39.2	15.5	28.2
Other family head	52.7	* 0.8	5.9	10.9	17.6	70.4	39.4	17.4	33.9
Full-time student aged 15-24(c)	* 2.7	5.1	118.8	22.1	146.0	148.7	40.7	8.9	9.5
Other child(d) of married couple or family head	278.0	* 2.7	19.5	48.6	70.8	348.7	37.3	19.2	33.6
Other relative of married couple or family head	23.3	* 0.3	* 3.0	3.6	7.0	30.3	37.1	16.5	32.4
Not a member of a family	347.0	4.1	37.5	54.6	96.3	443.3	38.6	17.1	33.9
Living alone	161.6	* 1.3	14.4	24.3	40.0	201.6	38.7	17.9	34.5
Not living alone	185.4	* 2.9	23.1	30.3	56.2	241.7	38.5	16.5	33.4
Total	1,822.7	54.3	532.0	714.9	1,301.2	3,123.9	38.9	15.8	29.3
PERSONS									
Member of a family	4,737.4	64.7	661.9	830.1	1,556.8	6,294.2	42.0	15.5	35.5
Husband or wife	3,666.8	47.3	369.4	639.0	1,055.7	4,722.5	42.8	16.7	37.0
With dependants present	2,126.0	30.7	246.1	411.9	688.8	2,814.8	43.5	16.4	36.9
Without dependants present	1,540.7	16.6	123.3	227.0	366.9	1,907.7	41.9	17.1	37.1
Sole parent	111.5	* 1.9	34.0	40.1	75.9	187.4	40.2	15.6	30.2
Other family head	96.0	* 0.8	7.4	12.4	20.5	116.6	41.4	17.6	37.2
Full-time student aged 15-24(c)	8.3	10.0	198.6	40.6	249.2	257.5	32.7	8.8	9.6
Other child(d) of married couple or family head	787.8	4.1	46.5	90.8	141.4	929.2	39.0	18.4	35.8
Other relative of married couple or family head	67.0	* 0.6	6.0	7.3	14.0	81.0	38.0	16.1	34.2
Not a member of a family	915.2	8.0	63.5	96.0	167.5	1,082.7	41.3	17.0	37.5
Living alone	437.8	* 3.2	24.4	41.3	68.9	506.7	41.6	17.3	38.3
Not living alone	477.4	4.8	39.2	54.7	98.7	576.0	40.9	16.8	36.8
Total	5,652.6	72.8	725.4	926.1	1,724.3	7,376.9	41.9	15.7	35.8

(a) Civilians who were residents of households where family status was determined. (b) Persons who had a job in which they usually worked part time, i.e. less than 35 hours per week, but were not at work during the reference week. (c) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (d) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, (6224.0).

TABLE 2.14. ALL FAMILIES: TYPE OF FAMILY, NUMBER OF DEPENDANTS PRESENT, AND NUMBER OF FAMILY MEMBERS EMPLOYED(a), AUSTRALIA, JUNE 1992 AND JUNE 1993  
(\*000 families)

Number of dependants present	None employed		One employed		Two or more employed		Total	
	June 1992	June 1993	June 1992	June 1993	June 1992	June 1993	June 1992	June 1993
MARRIED-COUPLE FAMILIES								
None	665.3	695.4	367.8	361.6	857.1	881.3	1,890.2	1,938.3
One or more	173.4	186.4	647.1	655.6	1,171.8	1,148.4	1,992.3	1,990.5
One	57.1	64.5	186.6	196.5	401.8	420.7	645.4	681.6
Two	65.4	66.2	266.2	272.2	505.0	476.0	836.6	814.4
Three	30.8	39.3	135.4	137.5	200.3	193.8	366.6	370.7
Four or more	20.0	16.4	58.9	49.5	64.7	57.9	143.6	123.8
Total	838.7	881.8	1,014.9	1,017.2	2,028.9	2,029.7	3,882.5	3,928.8
ONE-PARENT FAMILIES WITH A MALE PARENT								
One	10.3	7.8	16.8	16.9	6.0	3.5	33.0	28.2
Two	* 3.2	4.6	5.6	8.3	* 1.3	* 2.3	10.1	15.3
Three or more	* 1.5	* 1.7	* 3.1	* 2.5	* 0.8	* 0.2	5.4	4.3
Total	14.9	14.1	25.5	27.7	8.1	6.0	48.5	47.8
ONE-PARENT FAMILIES WITH A FEMALE PARENT								
One	91.2	90.5	72.2	78.9	20.9	19.2	184.2	188.6
Two	58.2	64.8	43.6	50.2	14.6	9.1	116.3	124.1
Three	25.1	28.4	14.9	11.2	* 3.0	* 2.1	43.1	41.7
Four or more	13.9	10.9	5.2	* 2.8	* 0.9	* 0.3	20.0	14.0
Total	188.3	194.6	135.9	143.0	39.4	30.7	363.6	368.4
ONE-PARENT FAMILIES: TOTAL								
One	101.4	98.4	89.0	95.7	26.8	22.7	217.2	216.8
Two	61.3	69.4	49.2	58.5	15.9	11.4	126.4	139.4
Three	26.6	29.4	17.8	13.3	3.6	* 2.3	48.0	45.0
Four or more	13.9	11.6	5.4	* 3.1	* 1.2	* 0.3	20.5	15.0
Total	203.2	208.8	161.4	170.7	47.5	36.7	412.1	416.2
OTHER FAMILIES								
None	74.5	72.4	101.1	103.4	101.5	104.7	277.1	280.5
One or more	7.1	5.9	5.0	4.7	* 2.9	* 2.1	15.1	12.6
Total	81.6	78.2	106.2	108.1	104.4	106.8	292.2	293.1
ALL FAMILIES								
None	739.8	767.8	469.0	465.0	958.6	986.0	2,167.3	2,218.8
One or more	383.7	401.1	813.4	831.0	1,222.3	1,187.2	2,419.4	2,419.3
One	165.0	168.1	280.1	296.9	431.4	445.2	876.4	910.2
Two	127.4	136.3	315.7	330.7	521.0	487.7	964.1	954.7
Three	57.5	68.7	153.4	150.8	204.0	196.1	414.8	415.7
Four or more	33.9	28.0	64.3	52.6	65.9	58.1	164.1	138.7
Total	1,123.5	1,168.8	1,282.4	1,296.1	2,180.8	2,173.2	4,586.8	4,638.1

(a) Labour force status refers to persons aged 15 and over only.

Source: Labour Force Status and Other Characteristics of Families, Australia, (6224.0).

TABLE 2.15. ONE-PARENT FAMILIES: LABOUR FORCE STATUS OF PARENT AND AGE OF YOUNGEST DEPENDANT PRESENT, AUSTRALIA, JUNE 1993  
(\*000 families)

Age of youngest dependant —	Parent employed			Parent unemployed	Parent in the labour force	Parent not in the labour force	Total
	Full time	Part time	Total				
0-4	14.2	19.7	33.8	12.6	46.4	86.3	132.7
5-9	24.9	27.4	52.3	10.2	62.5	47.5	110.0
10-14	39.0	18.0	57.0	11.0	68.0	34.8	102.7
15-24	34.3	11.1	45.4	5.7	51.1	19.6	70.7
Total	112.4	76.2	188.5	39.4	228.0	188.2	416.2

Source: Labour Force Status and Other Characteristics of Families, Australia, (6224.0).

TABLE 2.16. MARRIED-COUPLE FAMILIES: LABOUR FORCE STATUS OF HUSBAND AND WIFE  
AND AGE OF YOUNGEST DEPENDANT PRESENT, AUSTRALIA, JUNE 1993  
(<sup>'000 families</sup>)

	Wife employed			Wife unemp- loyed	Wife in the labour force	Wife not in the labour force	Total
	Full time	Part time	Total				
HUSBAND EMPLOYED FULL TIME							
Families with dependants present	435.1	571.3	1,006.4	51.9	1,058.3	584.2	1,642.5
Age of youngest dependant —							
0-4	111.0	214.1	325.2	23.3	348.5	337.9	686.4
5-9	102.2	149.2	251.4	13.9	265.3	114.7	379.9
10-14	122.5	126.1	248.6	10.5	259.2	75.5	334.6
15-24	99.4	81.8	181.2	4.1	185.4	56.2	241.5
Families without dependants present	502.0	216.1	718.1	23.6	741.7	234.4	976.2
Total	937.1	787.3	1,724.5	75.5	1,800.0	818.7	2,618.7
HUSBAND EMPLOYED: TOTAL							
Families with dependants present	448.7	595.5	1,044.2	56.7	1,100.9	613.3	1,714.2
Age of youngest dependant —							
0-4	114.6	221.8	336.4	24.9	361.3	355.6	716.9
5-9	105.2	156.9	262.2	15.5	277.7	119.8	397.5
10-14	125.9	131.7	257.6	11.7	269.2	79.1	348.4
15-24	103.0	85.0	188.1	4.6	192.7	58.9	251.5
Families without dependants present	524.6	243.3	767.9	26.1	794.0	274.2	1,068.2
Total	973.3	838.8	1,812.1	82.8	1,894.9	887.5	2,782.4
HUSBAND UNEMPLOYED							
Families with dependants present	12.4	15.3	27.7	26.3	54.0	96.8	150.8
Age of youngest dependant —							
0-4	5.4	6.8	12.1	11.1	23.2	60.0	83.2
5-9	* 2.8	* 2.4	5.3	5.8	11.0	17.6	28.6
10-14	* 2.3	4.1	6.4	7.6	14.0	11.8	25.8
15-24	* 1.8	* 2.1	3.9	* 1.9	5.8	7.3	13.1
Families without dependants present	17.2	8.0	25.2	16.1	41.3	42.4	83.7
Total	29.6	23.3	52.9	42.4	95.3	139.2	234.5
HUSBAND IN THE LABOUR FORCE							
Families with dependants present	461.1	610.8	1,071.9	83.0	1,154.9	710.1	1,865.0
Age of youngest dependant —							
0-4	120.0	228.6	348.5	36.0	384.5	415.6	800.1
5-9	108.1	159.4	267.4	21.3	288.7	137.4	426.1
10-14	128.2	135.8	264.0	19.3	283.2	90.9	374.2
15-24	104.9	87.1	192.0	6.5	198.4	66.2	264.6
Families without dependants present	541.8	251.3	793.1	42.2	835.3	316.6	1,152.0
Total	1,002.9	862.2	1,865.0	125.2	1,990.2	1,026.7	3,016.9
HUSBAND NOT IN THE LABOUR FORCE							
Families with dependants present	16.5	16.8	33.3	5.9	39.2	86.3	125.5
Age of youngest dependant —							
0-4	4.9	3.7	8.6	* 2.7	11.3	28.8	40.1
5-9	* 3.1	3.7	6.8	* 1.4	8.2	15.6	23.8
10-14	* 2.2	5.6	7.8	* 0.4	8.3	19.5	27.7
15-24	6.3	3.8	10.1	* 1.4	11.5	22.4	33.9
Families without dependants present	30.4	28.2	58.6	4.3	62.9	723.5	786.4
Total	47.0	45.0	91.9	10.2	102.1	809.8	911.9
TOTAL							
Families with dependants present	477.6	627.6	1,105.2	88.9	1,194.1	796.3	1,990.5
Age of youngest dependant —							
0-4	124.9	232.3	357.2	38.6	395.8	444.4	840.2
5-9	111.1	163.1	274.2	22.7	296.9	153.0	449.9
10-14	130.4	141.4	271.8	19.7	291.5	110.4	401.9
15-24	111.2	90.9	202.0	7.9	209.9	88.6	298.5
Families without dependants present	572.2	279.5	851.8	46.5	898.2	1,040.1	1,938.3
Total	1,049.8	907.1	1,957.0	135.4	2,092.3	1,836.5	3,928.8

Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).



### Persons Who Had Re-entered the Labour Force

In the following tables, persons who had re-entered the labour force refers to persons who were working or looking for work in May 1993, had a period not in the labour force of at least twelve months' duration that finished within the last twelve months and had worked continuously for at least twelve months at some earlier time.

The number of persons who had re-entered the labour force and were working declined from 104,300 in May 1990 to 69,000 in May 1993. Over the same period, there was an increase in the number of persons who had re-entered the labour force and were looking for work, from 33,000 in May 1990 to 45,400 in May 1993.

In May 1993, 80 per cent of all re-entrants were female, including 57,200 females (50% of all re-entrants) who were working, and 34,400 females (30% of all re-entrants) who were looking for work.

For all re-entrants, "financial reasons" was the main reason for wanting to work again (62%), followed by boredom/needed another interest (11%).

Of the 69,000 persons who had re-entered the labour force and were working —

- 73 per cent were working part-time;
- 58 per cent reported "financial reasons" as the main reason for wanting to work again;
- 36 per cent were aged between 35 and 44 years, and 35 per cent were aged between 25 and 34 years; and
- 23 per cent worked in the Wholesale and retail trade industry, and 22 per cent worked in Community services.

**TABLE 2.17. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE AND WERE WORKING : AGE, INDUSTRY, MAIN REASON FOR WANTING TO WORK AGAIN AND FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, MAY 1993 ('000)**

	<i>Full-time workers</i>		<i>Part-time workers</i>		<i>Total</i>	
	<i>Females</i>	<i>Persons</i>	<i>Females</i>	<i>Persons</i>	<i>Females</i>	<i>Persons</i>
<i>Age group (years) —</i>						
15-24	* 2.5	* 3.2	* 2.5	* 3.7	5.1	6.9
25-34	4.1	6.0	16.4	17.8	20.5	23.9
35-44	* 3.8	5.7	18.8	19.3	22.7	24.9
45-54	* 1.4	* 2.9	5.0	5.9	6.5	8.8
55 and over	* 0.4	* 0.9	* 2.1	* 3.7	* 2.5	4.6
<i>Industry at May 1993 —</i>						
Manufacturing	* 1.3	* 2.2	* 3.2	4.6	4.5	6.8
Wholesale and retail trade	* 2.8	5.0	9.8	10.6	12.6	15.7
Finance, property and business services	* 1.4	* 1.6	6.2	6.7	7.6	8.3
Community services	* 3.5	* 3.9	10.8	11.0	14.3	14.9
Recreation, personal and other services	* 0.8	* 1.2	8.5	9.7	9.3	10.9
Other(a)	* 2.4	4.7	6.4	7.7	8.8	12.4
<i>Main reason for wanting to work again —</i>						
Completed studies	* 1.7	* 2.7	* 0.3	* 1.3	* 2.1	4.1
Financial reasons	7.0	10.2	27.6	29.9	34.6	40.1
Boredom/needed another interest	* 0.7	* 1.5	5.3	5.8	6.1	7.3
Other(b)	* 2.8	4.3	11.7	13.3	14.5	17.6
<b>Total</b>	<b>12.3</b>	<b>18.7</b>	<b>44.9</b>	<b>50.4</b>	<b>57.2</b>	<b>69.0</b>

(a) Includes 'Agriculture, forestry, fishing and hunting', 'Mining', 'Electricity, gas and water', 'Transport and storage', 'Communication' and 'Public administration and defence'. (b) Includes 'returned after own illness or injury', 'children gone to school/no longer needed to look after children', 'to help in family business/bought business' and 'unpaid leave finished'.

Source: *Persons Who Had Re-entered the Labour Force, Australia* (6264.0).

**TABLE 2.18. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE : JOB SEARCH EXPERIENCE AND OTHER RELATED CHARACTERISTICS AND WHETHER WORKING OR LOOKING FOR WORK, AUSTRALIA, MAY 1993**  
(<sup>'000</sup>)

	Total Males	Females			Persons		
		Working	Looking for work	Total	Working	Looking for work	Total
<i>Main reason for wanting to work again —</i>							
Completed studies	* 3.3	* 2.1	* 0.9	* 3.0	4.1	* 2.2	6.3
Financial reasons	13.0	34.6	22.9	57.4	40.1	30.3	70.4
Returned after own illness or injury	* 2.8	* 0.7	* 0.2	* 0.9	* 1.8	* 2.0	* 3.8
Children gone to school/no longer needed to look after children	* 0.2	* 2.6	* 3.5	6.1	* 2.8	* 3.5	6.3
Boredom/needed another interest	* 1.6	6.1	5.2	11.3	7.3	5.7	12.9
To help in family business/bought business	* 0.5	8.2	* 0.0	8.2	8.7	* 0.0	8.7
Other	* 1.4	* 3.0	* 1.7	4.7	4.3	* 1.8	6.1
<i>Time spent not in the labour force since previous job —</i>							
1-2 years	12.9	22.0	14.1	36.1	27.9	21.1	49.0
3-9 years	7.5	24.8	11.8	36.6	28.9	15.2	44.2
3-4 years	5.1	12.0	5.3	17.3	14.7	7.7	22.4
5-9 years	* 2.4	12.8	6.5	19.3	14.2	7.6	21.8
10 years or more	* 2.4	10.4	8.5	18.9	12.2	9.1	21.3
10-19 years	* 2.0	6.1	6.6	12.7	7.5	7.2	14.7
20 years or more	* 0.3	4.3	* 1.9	6.2	4.7	* 1.9	6.6
<i>Time since previous job —</i>							
1-2 years	8.6	16.7	9.8	26.5	20.7	14.4	35.1
3-9 years	12.0	27.6	13.9	41.5	33.6	19.9	53.5
3-4 years	7.9	12.9	6.6	19.5	17.3	10.1	27.4
5-9 years	4.1	14.7	7.3	22.0	16.3	9.8	26.1
10 years or more	* 2.2	12.9	10.8	23.7	14.8	11.1	25.8
10-19 years	* 2.0	8.5	8.1	16.6	10.1	8.4	18.5
20 years or more	* 0.2	4.4	* 2.7	7.1	4.6	* 2.7	7.3
<i>Active steps taken to find work during the last twelve months —</i>							
Had looked for work	17.8	26.8	34.4	61.3	33.7	45.4	79.1
Registered with CES	11.8	6.0	12.0	18.0	10.2	19.7	29.9
Took no other active steps	* 0.2	* 0.5	* 0.0	* 0.5	* 0.8	* 0.0	* 0.8
Contacted prospective employers	11.6	5.2	10.7	15.9	9.2	18.3	27.5
Took other active steps	* 0.0	* 0.2	* 1.4	* 1.6	* 0.2	* 1.4	* 1.6
Not registered with CES	6.0	20.9	22.4	43.3	23.5	25.7	49.2
Took only inactive steps	* 0.3	* 1.1	* 2.9	4.0	* 1.3	* 3.0	4.3
Contacted prospective employers	* 3.9	16.7	17.6	34.3	18.2	20.0	38.2
Took other active steps	* 1.8	* 3.1	* 1.9	5.0	4.0	* 2.7	6.8
Had not looked for work	5.0	30.3	..	30.3	35.3	..	35.3
<i>Main difficulty in finding work during the last twelve months —</i>							
Had looked for work	17.8	26.8	34.4	61.3	33.7	45.4	79.1
Considered too young or too old by employers	* 2.4	* 1.3	* 2.4	* 3.7	* 1.9	4.2	6.1
Lacked necessary skills/education	* 1.3	* 1.1	4.3	5.4	* 1.3	5.4	6.7
No vacancies in line of work	* 3.3	* 2.8	4.9	7.7	4.0	7.0	11.0
No vacancies at all	* 3.6	* 2.2	6.7	8.8	* 2.7	9.7	12.4
Other difficulties(a)	4.4	6.5	11.2	17.8	8.7	13.5	22.1
No difficulties at all	* 2.9	12.9	4.9	17.9	15.2	5.6	20.8
Had not looked for work	5.0	30.3	..	30.3	35.3	..	35.3
<b>Total</b>	<b>22.8</b>	<b>57.2</b>	<b>34.4</b>	<b>91.6</b>	<b>69.0</b>	<b>45.4</b>	<b>114.4</b>

(a) Includes 'own ill health or disability', 'unsuitable hours', 'transport problems', 'language difficulties', 'insufficient work experience', 'difficulties with ethnic background', 'difficulties finding childcare', 'other family responsibilities' and 'any other difficulties'.

Source: Persons Who Had Re-entered the Labour Force, Australia (6264.0).

### Persons Who Have Left the Labour Force

These statistics relate to persons not in the labour force at April 1991 who left the labour force within the previous twelve months. They provide information on their reasons for leaving the labour force, their past labour force experience, whether or not they intended to return to the labour force and their current activities.

In April 1991 there were an estimated 4,844,400 persons who were not in the labour force (36% of the civilian population age 15 and over). Of these persons 565,800 had left the labour force within the previous twelve months. These people account for 6 per cent of the 9,172,600 persons who were in the labour force at some stage during the year ending April 1991. This is similar to the proportion recorded in 1988.

The majority of persons who have left the labour force in the twelve months to April 1991 were female (370,900 or 66%) of whom more than half were in the age group 25 to 44 years.

Of those that had left the labour force in the last twelve months, 341,500 (60%) stated that their last labour force activity was working. Of these 61 per cent were job leavers. The most common reasons people gave for leaving their jobs were 'pregnancy/to have children' (26%), 'retired/did not want to work any longer' (21%) and 'returned to study' (19%). For the people that were job losers, the most common reasons for having lost their jobs were 'job was temporary or seasonal and did not leave to return to studies' (45%) and 'retrenched' (31%).

Among the 565,800 persons who left the labour force in the 12 months to April 1991, there were 224,300 persons whose last labour force activity was looking for work.

The majority of persons who had left the labour force intended to return to the labour force (390,000 or 69%), with 53 per cent of these intending to return in under one year.

Of those who intended to return to the labour force, 61 per cent would prefer to return to part-time work. Of those whose main activity since leaving the labour force was 'attending an educational institution' 87 per cent intended to return to the labour force while of those whose main activity was 'home duties/childcare' 64 per cent intended to return.

There were 106,900 persons who did not intend to return to the labour force. Of the 69,700 females who did not intend to return to the labour force, 83 per cent said that 'home duties/childcare' was their main activity since leaving the labour force.

**TABLE 2.19. ALL PERSONS AGED 15 AND OVER: LABOUR FORCE STATUS, WHETHER LEFT THE LABOUR FORCE WITHIN THE LAST TWELVE MONTHS, DURATION OF CONTINUOUS PERIOD IN THE LABOUR FORCE BEFORE LEAVING AND LAST LABOUR FORCE ACTIVITY, AUSTRALIA, NOVEMBER 1985, APRIL 1988 AND APRIL 1991**  
(\*000)

	November 1985		April 1988		April 1991		Persons
	Males	Females	Males	Females	Males	Females	
All persons aged 15 and over	5,926.6	6,112.9	6,237.4	6,428.5	6,640.9	6,810.3	13,451.2
In the labour force	4,496.0	2,894.0	4,743.9	3,252.4	5,008.6	3,598.1	8,606.8
Not in the labour force	1,430.5	3,218.9	1,493.5	3,176.1	1,632.2	3,212.2	4,844.4
Left the labour force within the last twelve months	(a)137.9	(a)323.4	(a)165.5	(a)364.1	194.9	370.9	565.8
Continuous period of less than twelve months in the labour force before leaving	59.9	170.3	83.0	171.6	111.1	210.1	321.2
Last labour force activity—							
Worked	n.a	n.a	47.7	94.4	53.0	102.7	155.7
Looked for work	n.a	n.a	35.3	77.2	58.2	107.4	165.5
Continuous period of at least twelve months in the labour force before leaving	78.0	153.0	80.1	190.8	83.7	160.8	244.6
Last labour force activity—							
Worked	70.4	136.5	56.4	136.7	61.7	124.0	185.7
Looked for work	7.6	16.5	23.7	54.1	22.0	36.7	58.8

(a) Includes persons whose duration of continuous period in the labour force could not be determined.

Source: *Persons Who Have Left The Labour Force, Australia* (6267.0).

TABLE 2.20. PERSONS WHO HAVE LEFT THE LABOUR FORCE: SELECTED CHARACTERISTICS,  
AUSTRALIA, NOVEMBER 1985, APRIL 1988 AND APRIL 1991  
(<sup>'000</sup>)

	November 1985		April 1988		April 1991		Persons
	Males	Females	Males	Females	Males	Females	
<i>Age group (years)—</i>							
15-24	47.6	83.9	66.8	102.3	88.7	113.1	201.8
25-44	31.0	177.3	38.3	194.5	40.2	192.5	232.7
45-59	21.9	46.2	29.9	56.0	30.7	50.3	81.0
60 and over	37.4	16.0	30.6	11.4	35.3	14.9	50.2
<i>Birthplace—</i>							
Born in Australia	99.7	246.3	122.2	275.9	144.2	291.4	435.6
Born outside Australia	38.2	77.0	43.4	88.2	50.7	79.4	130.2
<i>Main source of income—</i>							
Investments/saving	26.2	18.9	26.1	15.5	28.8	16.9	45.7
Superannuation	10.4	*3.2	13.3	*3.3	15.7	*4.3	20.0
TEAS/AUSTUDY	10.7	6.7	17.7	15.7	26.3	25.1	51.4
Unemployment/sickness benefit	20.1	13.8	22.6	16.0	25.5	24.4	49.8
Invalid/age/supporting parent's/widow's pension	17.4	37.9	15.9	36.0	16.9	44.6	61.5
Dependent on someone else's income	32.7	229.4	44.1	246.7	63.7	242.8	306.5
Other(a)	20.5	13.5	14.7	8.4	18.0	12.7	30.8
Not asked	..	..	11.3	22.5	..	..	..
<i>Housing arrangements—</i>							
Owned own home	n.a.	n.a.	43.7	65.6	50.8	79.4	130.1
Paying off home	n.a.	n.a.	18.5	121.7	17.1	99.4	116.5
Renting	n.a.	n.a.	41.0	97.5	50.1	113.5	163.6
Lived rent free	n.a.	n.a.	38.6	44.3	30.9	34.3	65.2
Other	n.a.	n.a.	12.3	12.4	7.1	7.5	14.6
Not asked	n.a.	n.a.	11.3	22.5	..	..	..
Still at school	n.a.	n.a.	..	..	38.9	36.9	75.7
<i>Time since left the labour force (weeks)—</i>							
1 and under 4	16.1	38.8	38.7	92.3	51.7	92.8	144.6
4 and under 8	15.3	41.6	27.2	51.8	28.8	53.4	82.2
8 and under 13	18.0	43.2	38.4	58.4	39.6	63.0	102.6
13 and under 26	29.2	69.8	36.5	92.3	47.1	90.9	138.0
26 and under 39	26.3	59.9	13.5	45.3	18.5	44.9	63.5
39 and under 52	33.0	70.1	11.3	24.1	9.0	25.9	35.0
<i>Intention to return to the labour force—</i>							
Intended to return	76.4	166.8	103.0	227.9	139.4	251.5	390.9
Under 1 year	53.0	108.2	61.7	114.9	82.2	123.6	205.8
Under 3 months	43.4	70.2	32.4	59.2	37.1	58.8	95.9
3 and under 6 months	6.1	26.5	7.2	20.3	10.0	23.4	33.5
6 and under 12 months	*3.5	11.5	22.1	35.4	35.2	41.3	76.5
1 and under 3 years	6.0	23.6	9.0	27.8	8.1	30.4	38.4
3 and under 5 years	*1.2	5.1	*1.6	7.6	*0.8	7.0	7.8
5 years and over	*0.2	*4.2	*0.7	*2.1	*1.3	5.0	6.4
Did not know	16.0	25.6	30.0	75.4	46.9	85.6	132.5
Did not intend to return	43.5	99.2	37.3	70.6	37.2	69.7	106.9
Undecided	18.0	57.3	14.0	43.1	18.3	49.7	68.0
Not asked	..	..	11.3	22.5	..	..	..
<b>Total</b>	<b>137.9</b>	<b>323.4</b>	<b>165.5</b>	<b>364.1</b>	<b>194.9</b>	<b>370.9</b>	<b>565.8</b>

(a) Includes life assurance, other retirement schemes, war disability/repatriation/service/war widow's pension.

Source: Persons Who Have Left The Labour Force, Australia (6267.0).

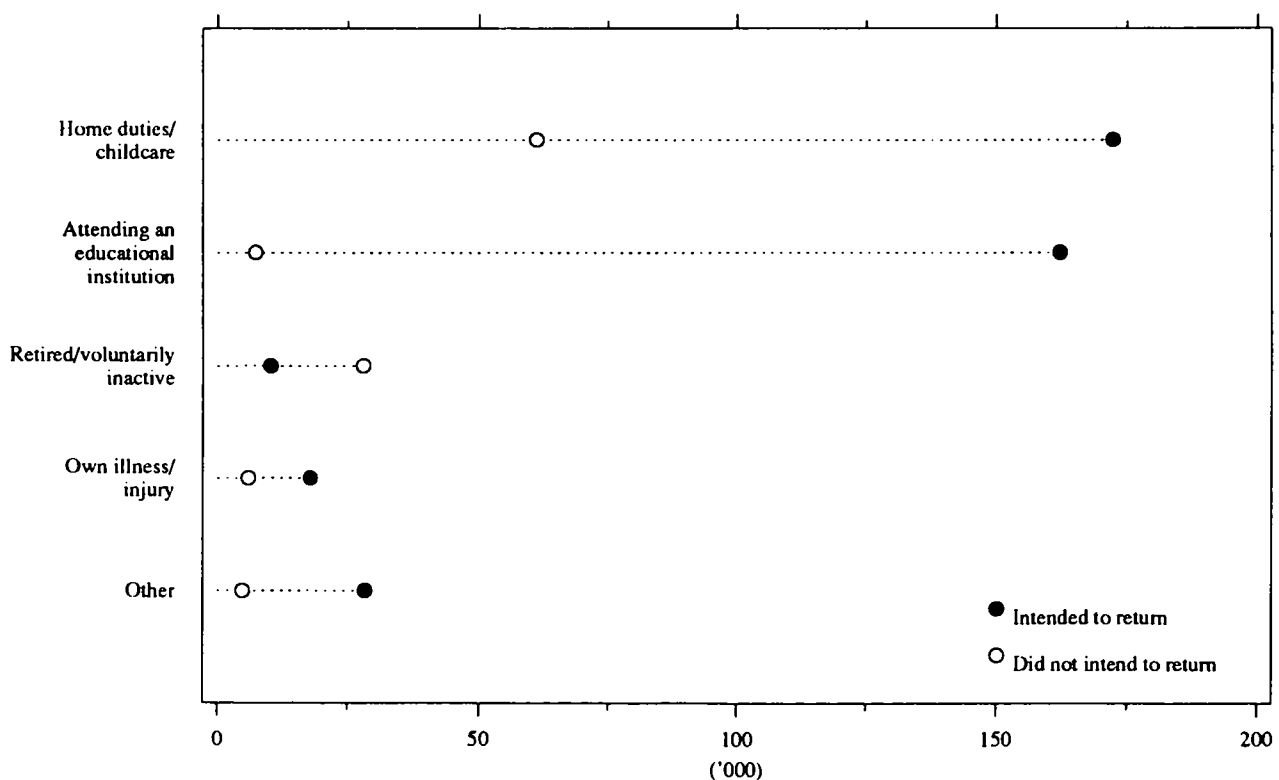
**TABLE 2.21. PERSONS WHO HAVE LEFT THE LABOUR FORCE AND WHOSE LAST LABOUR FORCE ACTIVITY WAS WORKING: REASON FOR CEASING LAST JOB AND WHETHER INTENDED TO RETURN TO THE LABOUR FORCE, AUSTRALIA, APRIL 1991 ('000)**

Reason for ceasing last job	Whether intended to return to the labour force							
	Intended to return		Did not intend to return			Total		
	Males	Females	Males	Females	Undecided	Males	Females	Persons
Job loser(a)	33.3	40.8	11.9	22.9	22.9	52.1	79.8	131.9
Retrenched	11.3	13.9	* 2.6	6.0	7.0	15.5	25.2	40.7
Job was temporary or seasonal and did not leave to return to studies	14.9	21.4	* 3.0	11.6	9.1	20.7	39.3	60.0
Own ill health or injury	6.1	* 4.1	6.1	* 4.4	5.8	14.5	12.1	26.6
Job leaver	35.6	90.3	21.2	35.9	26.6	62.6	147.0	209.6
Job was temporary or seasonal and left to return to studies	4.5	* 3.6	* 0.0	* 0.3	* 1.2	4.9	4.6	9.5
Retired/ did not want to work any longer	* 2.1	* 2.2	18.2	15.3	5.4	23.0	20.2	43.2
Returned to studies	17.5	18.4	* 1.3	* 0.9	* 2.6	19.4	21.3	40.7
Pregnancy/ to have children	* 0.0	39.3	* 0.0	7.5	7.4	* 0.0	54.2	54.2
To look after family, house or someone else	* 0.9	* 3.6	* 0.0	* 4.0	* 1.8	* 1.1	9.1	10.2
To have holiday/ to move house	* 2.6	7.6	* 0.0	* 0.5	* 2.7	* 3.1	10.3	13.4
Spouse transferred	8.1	15.5	* 1.7	7.5	5.5	11.1	27.3	38.4
Other								
<b>Total</b>	<b>68.9</b>	<b>131.1</b>	<b>33.1</b>	<b>58.8</b>	<b>49.5</b>	<b>114.7</b>	<b>226.8</b>	<b>341.5</b>

(a) Includes business closed down for economic reasons.

Source: Persons Who Have Left the Labour Force, Australia (6267.0).

**CHART 2.7. PERSONS WHO HAVE LEFT THE LABOUR FORCE: INTENTION TO RETURN BY MAIN ACTIVITY SINCE LEAVING THE LABOUR FORCE, AUSTRALIA, APRIL 1991**



Source: Persons Who Have Left The Labour Force, Australia (6267.0).

### Retirement and Retirement Intentions

In October 1992 there were an estimated 5,235,400 persons aged 45 and over usually resident in Australia. Of these persons 2,800,100 (53%) had retired from full-time work. Some 1,740,400 (33%) intended to retire from full-time work, while 234,600 (4%) did not intend to retire. A further 455,000 (9%) had never worked full-time and did not intend to work full-time.

Most females who had retired from full-time work (60%) did so before reaching the age of 45. The next most common retirement age groups for females were 50-54 years (11%), 55-59 years (10%) and 60-64 years (9%). For males, the most common age for retirement was 60-64 years (33%) followed by 65-69 years (23%).

In October 1992, 58 per cent of retired males and 31 per cent of retired females belonged to a retirement scheme at retirement, compared with 53 per cent and 25 per cent respectively in November 1989.

Overall, the level of retirement scheme membership increased to 47 per cent in October 1992, from 42 per cent in November 1989. This increase was due to a rise in the number of persons with superannuation cover, from 38 per cent in November 1989 to 43 per cent in October 1992.

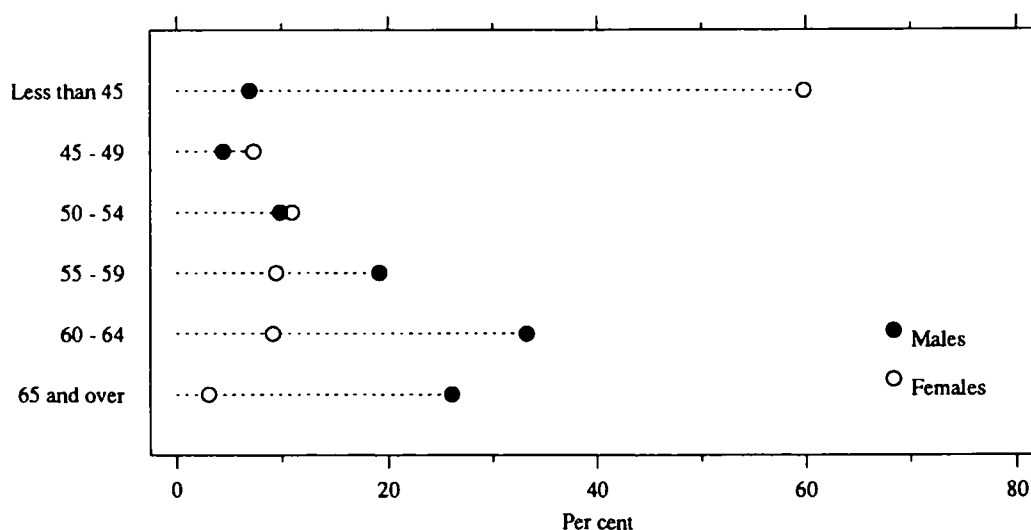
The most common main source of income at retirement for those who had retired from full-time work was a Government pension which was reported by 38 per cent of retirees. Some 16 per cent relied on someone else's income, 12 per cent on superannuation, life assurance or other retirement schemes and 11 per cent reported investments, interest or stocks etc. as their main source of income at retirement.

For males aged 45 and over who had not yet retired, 44 per cent intended to retire between the ages of 65 and 69. A further 18 per cent intended to retire between the ages of 60 and 64 and 12 per cent between 55 and 59. Some 22 per cent reported that they did not know at what age they intended to retire.

For females, 33 per cent intended to retire between 60 and 64, 20 per cent between 55 and 59, and 30 per cent reported that they did not know at what age they intended to retire.

For persons who had not yet retired from full-time work, the proportion who were members of a retirement scheme had increased from 78 per cent to 83 per cent for males and 61 per cent to 74 per cent for females over the three year period to October 1992. The proportion who expected superannuation to be their main source of income at retirement had also increased, from 32 per cent to 38 per cent for males and 18 per cent to 22 per cent for females over the same period.

**CHART 2.8. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT BY SEX, AUSTRALIA, OCTOBER 1992**



Source: *Retirement and Retirement Intentions, Australia* (6238.0).

**TABLE 2.22. PERSONS WHO HAD RETIRED FROM FULL-TIME WORK AT AGE 45 OR MORE: SELECTED CHARACTERISTICS, AUSTRALIA, NOVEMBER 1986 TO OCTOBER 1992**

	November 1986			November 1989			October 1992		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	— per cent —								
<i>Retirement scheme membership —</i>									
Belonged to a retirement scheme	50.5	21.2	39.0	52.8	24.7	41.8	57.5	31.0	47.0
Had superannuation cover	45.6	18.8	35.0	48.3	22.1	38.1	52.6	28.7	43.3
In last full-time job	44.7	17.8	34.1	47.4	21.4	37.2	51.1	27.2	41.7
In some previous job	0.9	1.0	0.9	0.9	0.7	0.8	1.6	1.5	1.6
Had life assurance or other schemes	4.9	2.5	4.0	4.5	2.6	3.8	4.8	2.3	3.8
Did not belong to a retirement scheme	49.5	78.8	61.0	47.2	75.3	58.2	42.5	69.1	52.9
<i>Main source of income at retirement —</i>									
Superannuation	14.5	3.2	10.1	15.8	3.5	11.0	15.9	4.4	11.4
Life assurance, other retirement schemes	0.6	*0.2	0.4	*0.4	*0.3	0.4	0.8	*0.1	0.5
Invalid, age, sole parent's, widow's pension	39.7	31.9	36.6	35.3	30.0	33.3	30.5	28.5	29.7
War disability, repatriation, service, war widow's pension	13.3	4.5	9.8	12.0	4.1	8.9	10.2	4.1	7.8
Sickness, special and other benefits	..	..	..	..	..	..	9.2	3.0	6.7
Rent, farm, business, property(a)	..	..	..	..	..	..	3.2	2.4	2.9
Investments, interest, stocks, debentures, etc.	13.5	6.9	10.9	14.2	7.4	11.5	13.7	7.8	11.4
Savings, sale of assets	8.5	6.4	7.6	9.2	6.5	8.1	8.1	5.8	7.2
Part-time work	3.3	4.6	3.8	3.9	4.7	4.2	3.6	6.3	4.7
Someone else's income	2.5	40.0	17.3	2.6	41.0	17.6	2.6	36.1	15.8
Other (including accumulated leave and compensation)	4.2	2.2	3.4	6.5	2.6	5.0	2.1	1.3	1.8
<i>Age at retirement —</i>									
45-49	4.1	20.5	10.6	3.9	19.4	10.0	4.8	18.4	10.1
50-54	8.2	26.2	15.3	9.2	27.9	16.5	10.6	27.2	17.0
55-59	18.1	22.7	20.0	19.6	23.7	21.2	20.6	23.6	21.8
60-64	36.0	22.3	30.6	37.6	21.6	31.3	35.9	23.0	30.8
65-69	29.5	6.5	20.4	26.4	6.3	18.5	25.0	6.5	17.7
70 and over	4.1	1.7	3.1	3.3	1.2	2.4	3.1	1.4	2.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
	— '000 —								
<b>Total</b>	<b>887.6</b>	<b>579.8</b>	<b>1,467.4</b>	<b>980.3</b>	<b>629.7</b>	<b>1,610.0</b>	<b>1,042.8</b>	<b>674.0</b>	<b>1,716.8</b>

(a) Included in 'Other' category prior to October 1992.

Source: Retirement and Retirement Intentions, Australia (6238.0).

**TABLE 2.23. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT, AUSTRALIA, NOVEMBER 1986 TO OCTOBER 1992 ('000)**

Age at retirement	November 1986			November 1989			October 1992		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Less than 45	49.0	878.6	927.6	59.7	972.2	1,031.9	78.4	1,004.8	1,083.2
45-49	36.7	118.9	155.6	38.4	122.2	160.6	50.4	124.0	174.4
50-54	73.0	152.1	225.1	90.6	175.7	266.3	110.2	183.4	293.5
55-59	160.9	131.8	292.8	192.2	149.0	341.2	215.3	159.1	374.5
60-64	319.1	129.3	448.4	368.5	136.0	504.4	374.1	154.8	528.9
65-69	261.9	37.7	299.6	258.7	39.5	298.2	260.5	43.6	304.0
70 and over	36.0	9.9	45.9	31.9	7.4	39.2	32.4	9.1	41.5
<b>Total</b>	<b>936.6</b>	<b>1,458.4</b>	<b>2,395.0</b>	<b>1,040.0</b>	<b>1,602.0</b>	<b>2,641.9</b>	<b>1,121.3</b>	<b>1,678.8</b>	<b>2,800.1</b>

Source: Retirement and Retirement Intentions, Australia (6238.0).

**TABLE 2.24. PERSONS AGED 45 AND OVER: SELECTED CHARACTERISTICS AND WHETHER HAD RETIRED OR INTENDED TO RETIRE FROM FULL-TIME WORK(a), AUSTRALIA, OCTOBER 1992**

	Whether had retired or intended to retire from full-time work				Total	Had retired or intended to retire		Total
	Had retired	Intended to retire	Did not intend to retire	Had never worked full-time and did not intend to work full-time(b)		Had retired	Intended to retire	
	— '000 —					— per cent —		
<b>Age at October 1992 —</b>								
45-49	269.5	755.7	68.9	36.6	1,130.6	9.6	43.4	22.6
50-54	265.8	496.6	60.4	41.2	864.2	9.5	28.5	16.8
55-59	339.2	306.0	46.2	43.9	735.3	12.1	17.6	14.2
60-64	462.0	152.9	28.9	58.4	702.2	16.5	8.8	13.5
65-69	544.6	22.4	18.0	71.8	656.8	19.5	1.3	12.5
70 and over	918.9	6.8	12.1	208.4	1,146.2	32.8	0.4	20.4
<b>Marital status —</b>								
Married	1,948.8	1,393.8	179.9	263.6	3,786.2	69.6	80.1	73.6
Not-married	851.2	346.6	54.7	196.7	1,449.2	30.4	19.9	26.4
<b>Family status —</b>								
Member of a family	2,100.0	1,483.3	189.0	326.6	4,099.0	75.0	85.2	78.9
Husband or wife	1,880.7	1,346.7	172.9	254.9	3,655.2	67.2	77.4	71.1
With dependants present	229.2	577.8	60.9	26.4	894.2	8.2	33.2	17.8
Without dependants present	1,651.5	768.9	112.0	228.6	2,761.0	59.0	44.2	53.3
Sole parent	19.5	45.4	4.9	5.7	75.5	0.7	2.6	1.4
Other family head	120.1	51.5	5.9	30.3	207.8	4.3	3.0	3.8
Other relative or child of married couple or family head	63.7	13.0	* 2.2	33.4	112.3	2.3	0.7	1.7
Not a member of a family	594.8	193.5	34.7	116.6	939.7	21.2	11.1	17.4
Living alone	542.0	155.2	28.3	107.8	833.4	19.4	8.9	15.4
Not living alone	52.8	38.3	6.4	8.8	106.3	1.9	2.2	2.0
Family status not determined	105.3	63.6	10.8	17.0	196.7	3.8	3.7	3.7
<b>Birthplace and period of arrival —</b>								
Born in Australia	1,978.9	1,121.6	156.4	282.8	3,539.8	70.7	64.4	68.3
Born outside Australia	821.1	618.8	78.1	177.5	1,695.6	29.3	35.6	31.7
Arrived before 1961	460.8	199.4	30.9	79.4	770.6	16.5	11.5	14.5
Arrived 1961-1970	218.7	209.5	26.9	31.9	487.1	7.8	12.0	9.4
Arrived 1971-1980	78.3	124.1	10.5	27.6	240.4	2.8	7.1	4.5
Arrived 1981-1990	57.1	77.1	8.9	31.9	175.0	2.0	4.4	3.0
Arrived 1991 to survey date	6.2	8.7	* 1.0	6.6	22.5	0.2	0.5	0.3
<b>Area —</b>								
Metropolitan	1,759.0	1,103.2	117.8	258.4	3,238.4	62.8	63.4	63.0
Non-metropolitan	1,041.1	637.3	116.7	201.9	1,997.0	37.2	36.6	37.0
<b>Total</b>	<b>2,800.1</b>	<b>1,740.4</b>	<b>234.6</b>	<b>460.3</b>	<b>5,235.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Males</b>	<b>1,121.3</b>	<b>1,224.4</b>	<b>183.2</b>	<b>25.0</b>	<b>2,553.8</b>	<b>40.0</b>	<b>70.3</b>	<b>51.7</b>
<b>Females</b>	<b>1,678.8</b>	<b>516.0</b>	<b>51.3</b>	<b>435.3</b>	<b>2,681.5</b>	<b>60.0</b>	<b>29.7</b>	<b>48.3</b>

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of the survey. (b) Includes a small number of persons whose retirement status could not be determined.

Source: Retirement and Retirement Intentions, Australia (6238.0).

**TABLE 2.25. PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK(a): AGE INTENDED TO RETIRE, AUSTRALIA, OCTOBER 1992**

Age intended to retire	Males	Females	Persons	Males	Females	Persons
	— '000 —			— per cent —		
45-49 years	* 0.5	4.2	4.7	* 0.0	0.8	0.3
50-54 years	9.1	27.3	36.4	0.7	5.3	2.1
55-59 years	150.9	105.3	256.2	12.3	20.4	14.7
60-64 years	225.1	169.9	395.0	18.4	32.9	22.7
65-69 years	542.8	49.1	591.9	44.3	9.5	34.0
70 years and over	26.3	* 3.8	30.1	2.2	* 0.7	1.7
Did not know	269.7	156.5	426.2	22.0	30.3	24.5
<b>Total</b>	<b>1,224.4</b>	<b>516.0</b>	<b>1,740.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of the survey.

Source: Retirement and Retirement Intentions, Australia (6238.0).



TABLE 2.26. PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK: EXPECTED MAIN SOURCE OF INCOME AT RETIREMENT AND RETIREMENT SCHEME MEMBERSHIP, AUSTRALIA, OCTOBER 1992 ('000)

Expected main source of income at retirement	Retirement scheme membership					Did not belong to a retirement scheme	Total
	Belonged to a retirement scheme			Had life assurance or other scheme	Total		
	Had superannuation cover						
	In job at October 1992	In some previous job	Total				
MALES							
Superannuation	432.8	19.5	452.3	6.9	459.2	* 3.7	462.9
Life assurance, other retirement schemes	8.9	* 1.3	10.2	* 2.4	12.6	* 0.7	13.3
Invalid, age, sole parent's, widow's pension	166.5	20.2	186.8	14.5	201.2	109.6	310.8
War disability, repatriation, service, war widow's pension	5.1	* 1.5	6.6	* 0.2	6.8	* 1.5	8.2
Sickness, special and other benefits	4.8	* 0.5	5.3	* 0.0	5.3	5.5	10.8
Rent, farm, business, property	24.8	* 1.3	26.1	* 2.7	28.8	11.5	40.3
Investments, interest, stocks, debentures, etc	97.3	9.1	106.4	8.2	114.6	17.1	131.7
Savings, sale of assets	31.2	* 1.4	32.6	* 3.5	36.1	20.3	56.5
Part-time work	41.5	* 1.8	43.3	* 2.6	46.0	7.2	53.2
Someone else's income	6.5	* 0.9	7.4	* 0.6	8.0	* 3.3	11.3
Accumulated leave, compensation	* 1.2	* 0.0	* 1.2	* 0.0	* 1.2	* 0.1	* 1.4
Other	* 2.7	* 0.0	* 2.7	* 0.3	* 3.0	* 0.5	* 3.5
Did not know	81.5	6.5	88.0	6.3	94.2	26.2	120.4
Total	904.9	64.1	969.0	48.2	1,017.2	207.1	1,224.4
FEMALES							
Superannuation	105.0	4.1	109.1	* 2.0	111.0	* 0.3	111.3
Life assurance, other retirement schemes	* 1.0	* 0.0	* 1.0	* 1.6	* 2.6	* 0.6	* 3.2
Invalid, age, sole parent's, widow's pension	75.5	9.6	85.0	* 2.5	87.5	58.2	145.7
War disability, repatriation, service, war widow's pension	* 0.7	* 0.0	* 0.7	* 0.0	* 0.7	* 0.6	* 1.3
Sickness, special and other benefits	* 0.3	* 0.2	* 0.5	* 0.0	* 0.5	* 2.6	* 3.1
Rent, farm, business, property	7.8	* 0.9	8.8	* 0.2	9.0	4.9	13.9
Investments, interest, stocks, debentures, etc	28.4	* 1.4	29.8	* 2.3	32.1	5.6	37.7
Savings, sale of assets	11.7	* 0.7	12.4	* 0.1	12.5	10.0	22.5
Part-time work	13.8	* 0.6	14.4	* 0.5	14.9	* 3.7	18.6
Someone else's income	64.1	5.9	70.0	* 2.1	72.1	29.0	101.1
Accumulated leave, compensation	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
Other	* 0.5	* 0.0	* 0.5	* 0.0	* 0.5	* 0.0	* 0.5
Did not know	35.4	* 2.1	37.4	* 2.0	39.5	17.6	57.1
Total	344.2	25.5	369.8	13.3	383.1	133.0	516.0
PERSONS							
Superannuation	537.8	23.6	561.4	8.9	570.2	4.0	574.2
Life assurance, other retirement schemes	9.9	* 1.3	11.2	4.0	15.2	* 1.3	16.5
Invalid, age, sole parent's, widow's pension	242.0	29.8	271.8	17.0	288.8	167.7	456.5
War disability, repatriation, service, war widow's pension	5.8	* 1.5	7.4	* 0.2	7.5	* 2.0	9.6
Sickness, special and other benefits	5.1	* 0.8	5.9	* 0.0	5.9	8.1	14.0
Rent, farm, business, property	32.7	* 2.2	34.9	* 2.9	37.8	16.4	54.2
Investments, interest, stocks, debentures, etc	125.7	10.5	136.2	10.5	146.7	22.7	169.4
Savings, sale of assets	42.9	* 2.2	45.0	* 3.6	48.7	30.3	79.0
Part-time work	55.3	* 2.4	57.8	* 3.1	60.8	10.9	71.7
Someone else's income	70.6	6.8	77.4	* 2.7	80.2	32.3	112.4
Accumulated leave, compensation	* 1.2	* 0.0	* 1.2	* 0.0	* 1.2	* 0.1	* 1.4
Other	* 3.2	* 0.0	* 3.2	* 0.3	* 3.5	* 0.5	4.0
Did not know	116.8	8.6	125.4	8.3	133.7	43.8	177.5
Total	1,249.2	89.6	1,338.8	61.5	1,400.3	340.1	1,740.4

Source: Retirement and Retirement Intentions, Australia (6238.0).

## CHAPTER 3

### EMPLOYMENT AND UNDEREMPLOYMENT

This chapter provides a statistical summary of employment and underemployment in Australia. Data on employment are obtained from two main sources — the ABS Monthly Labour Force Survey (and associated supplementary surveys) and the employer based quarterly Survey of Employment and Earnings. The principal publications for employment data from these surveys are *The Labour Force, Australia* (6203.0), and *Employed Wage and Salary Earners, Australia* (6248.0) respectively.

There are conceptual and methodological reasons for differences in the estimates produced by the two surveys. These are discussed in *Employed Wage and Salary Earners* (6248.0) and in an *Information Paper: Comparison of Employment Estimates from the Labour Force Survey and the Survey of Employment and Earnings* (6263.0). The two series should be seen as complementary and movements in them have generally been broadly consistent. In recent time periods the two surveys have shown some divergence in the estimates produced. Some comments on this have been made in *Employed Wage and Salary Earners, Australia* (6248.0).

The ABS considers that the Labour Force series provides the better indicator of overall employment movements at the Australian and State level. The aggregate employment estimates in the quarterly National Accounts are based on this source.

#### All Employed Persons (Source: *The Labour Force, Australia* (6203.0))

The Monthly Labour Force Survey collects information, using personal interviews, from civilian persons aged 15 and over in a sample of private and non-private dwellings e.g. hotels, motels, institutions. The scope of the survey includes all employed persons, comprising employers, self-employed persons, unpaid helpers in family businesses and employees in private households, as well as wage and salary earners.

A person is defined as employed if he or she did at least one hour of paid work during a specific week (referred to as the reference week), or was on leave or on strike from a job during the whole of that week. In addition, a person is defined as employed if he or she worked for one hour or more without pay in a family business or on a farm. In this chapter, Labour Force Survey measures of employment are analysed according to such criteria as the demographic characteristics of employed persons, the industry in which they work, their occupation and status of worker (i.e. whether they are wage and salary earners, employers, etc.), the weekly hours they work and whether they are employed full-time or part-time. Multiple jobholding, the job-changing behaviour of the population and the educational attainment of employed persons are also highlighted. The information paper *Measuring Employment and Unemployment* (6279.0) provides additional information about the measurement of employment and unemployment.

Total employment in Australia in August 1993 was 7,621,000, comprising 4,382,700 males and 3,238,300 females.

Over the period August 1983 to August 1993, total employment increased by 1,379,900. Between August 1983 and August 1990, the estimated number of employed persons rose by 1,567,000, although by August 1990, the rate of increase had slowed. Between August 1990 and August 1992, total employment fell by 190,500. In the twelve months to August 1993, total employment increased slightly. Some 53 per cent of the increase in employment from August 1983 to August 1993 was due to a rise in the number of persons employed part time. The increase in female employment contributed to about 58 per cent of the increase in full-time employment and 71 per cent of the increase in part-time employment over the same period.

Part-time employment has made a significant contribution to growth in total employment in the ten years to August 1993. Females employed part-time comprised 18 per cent of total employment in August 1993, up from 14 per cent ten years earlier. Males employed part-time increased from 3.8 per cent to 5.9 per cent over the period. While female full-time employment also increased slightly, the contribution of male full-time employment decreased from 59 per cent of total employment in August 1983 to 52 per cent in August 1993.

The employment/population ratio increased slightly, from 53.8 per cent in August 1983 to 55.3 per cent in August 1993. For females, the ratio increased from 39.7 per cent to 46.2 per cent (6.5 percentage points) while the ratio for males decreased from 68.3 per cent to 64.6 per cent (3.7 percentage points).

TABLE 3.1. EMPLOYED PERSONS: STATUS OF WORKER, AUSTRALIA, AUGUST 1983 TO AUGUST 1993  
(<sup>'000</sup>)

August	Employers	Self-employed	Wage and salary earners	Unpaid family helpers	Total
1983	321.0	653.1	5,242.5	24.5	6,241.1
1984	336.2	683.2	5,425.7	21.1	6,466.1
1985	351.9	713.5	5,582.6	27.6	6,675.6
1986(a)	346.0	749.7	5,756.9	66.0	6,918.6
1987	363.2	732.2	5,937.8	59.1	7,092.3
1988	379.9	745.2	6,161.9	66.4	7,353.4
1989 r	370.0	774.1	6,518.4	52.8	7,715.4
1990 r	388.2	786.4	6,566.8	66.6	7,808.1
1991 r	345.2	780.0	6,434.1	70.0	7,629.3
1992 r	347.7	849.4	6,345.6	74.9	7,617.6
1993	361.1	861.3	6,330.0	68.7	7,621.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.2. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1983 TO AUGUST 1993

August	Males				Females				Persons		
	Married		Total		Married		Total				
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Total
NUMBER ( <sup>'000</sup> )											
1983	2,547.1	107.0	3,663.4	240.2	753.3	630.7	1,486.9	850.5	5,150.3	1,090.7	6,241.1
1984	2,593.9	105.8	3,772.5	245.5	786.6	659.3	1,546.3	901.8	5,318.8	1,147.3	6,466.1
1985	2,624.6	102.3	3,856.7	254.4	804.8	703.9	1,607.3	957.2	5,464.0	1,211.6	6,675.6
1986(a)	2,664.2	112.8	3,922.3	280.3	884.5	773.4	1,686.5	1,029.5	5,608.8	1,309.8	6,918.6
1987	2,688.4	123.8	3,960.0	317.1	910.7	809.4	1,711.1	1,104.1	5,671.1	1,421.2	7,092.3
1988	2,760.4	116.8	4,076.4	305.7	958.8	861.9	1,798.1	1,173.1	5,874.6	1,478.8	7,353.4
1989 r	2,813.6	132.5	4,202.5	353.9	1,023.4	904.7	1,894.4	1,264.6	6,096.8	1,618.5	7,715.4
1990 r	2,880.1	136.1	4,197.0	365.1	1,059.1	921.8	1,944.6	1,301.4	6,141.6	1,666.5	7,808.1
1991 r	2,747.9	167.1	3,998.1	406.8	1,067.4	919.7	1,907.6	1,316.8	5,905.8	1,723.6	7,629.3
1992 r	2,703.5	187.2	3,919.1	466.0	1,039.6	966.7	1,833.1	1,399.4	5,752.2	1,865.4	7,617.6
1993	2,682.3	181.3	3,933.4	449.3	1,055.8	936.4	1,867.2	1,371.1	5,800.5	1,820.5	7,621.0
PROPORTION OF EMPLOYED PERSONS (per cent)											
1983	40.8	1.7	58.7	3.8	12.1	10.1	23.8	13.6	82.5	17.5	100.0
1984	40.1	1.6	58.3	3.8	12.2	10.2	23.9	13.9	82.3	17.7	100.0
1985	39.3	1.5	57.8	3.8	12.1	10.5	24.1	14.3	81.9	18.1	100.0
1986(a)	38.5	1.6	56.7	4.1	12.8	11.2	24.4	14.9	81.1	18.9	100.0
1987	37.9	1.7	55.8	4.5	12.8	11.4	24.1	15.6	80.0	20.0	100.0
1988	37.5	1.6	55.4	4.2	13.0	11.7	24.5	16.0	79.9	20.1	100.0
1989 r	36.5	1.7	54.5	4.6	13.3	11.7	24.6	16.4	79.0	21.0	100.0
1990 r	36.9	1.7	53.8	4.7	13.6	11.8	24.9	16.7	78.7	21.3	100.0
1991 r	36.0	2.2	52.4	5.3	14.0	12.1	25.0	17.3	77.4	22.6	100.0
1992 r	35.5	2.5	51.4	6.1	13.6	12.7	24.1	18.4	75.5	24.5	100.0
1993	35.2	2.4	51.6	5.9	13.9	12.3	24.5	18.0	76.1	23.9	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

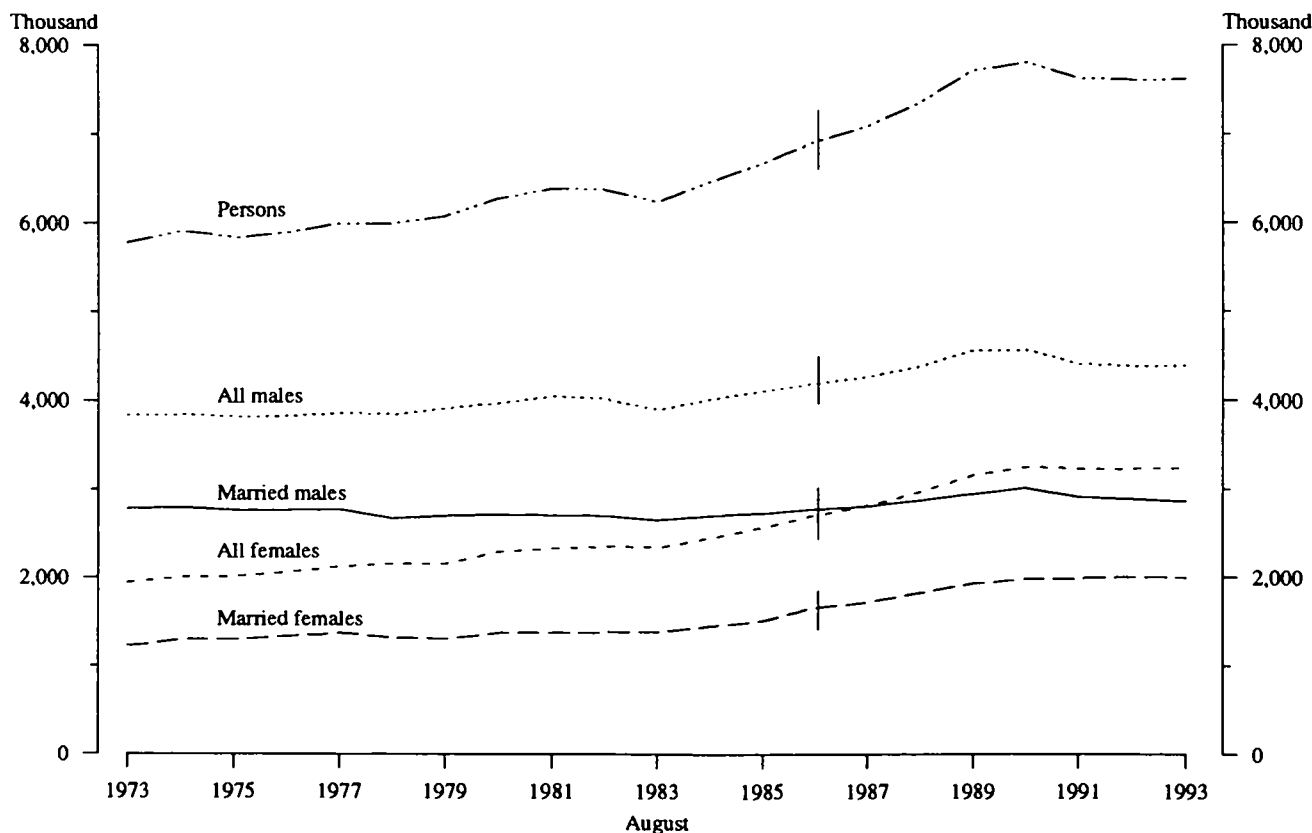
Source: *The Labour Force, Australia* (6203.0).

TABLE 3.3. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS, BY AGE, AUSTRALIA, AUGUST 1993  
(<sup>'000</sup>)

	Age group								
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MARRIED MALES									
Full-time workers	* 1.8	75.8	693.1	882.9	717.3	182.5	94.8	34.0	2,682.3
Part-time workers	* 0.7	5.2	32.5	41.2	37.7	19.1	20.7	24.2	181.3
Total	* 2.5	81.0	725.6	924.1	755.0	201.6	115.5	58.3	2,863.6
ALL MALES									
Full-time workers	141.0	434.7	1,085.6	1,081.1	818.9	214.7	113.8	43.5	3,933.4
Part-time workers	123.6	71.6	71.9	58.5	47.2	22.9	23.9	29.7	449.3
Total	264.6	506.4	1,157.5	1,139.6	866.1	237.6	137.7	73.2	4,382.7
MARRIED FEMALES									
Full-time workers	* 2.5	82.4	301.5	342.1	261.1	46.6	14.9	4.6	1,055.8
Part-time workers	* 1.9	36.9	239.3	350.5	225.0	52.1	19.4	11.4	936.4
Total	4.4	119.3	540.8	692.6	486.0	98.7	34.3	16.0	1,992.2
ALL FEMALES									
Full-time workers	77.6	332.0	533.7	468.1	355.5	66.2	24.8	9.3	1,867.2
Part-time workers	168.8	129.1	303.2	397.6	264.9	62.4	25.9	19.2	1,371.1
Total	246.3	461.1	836.9	865.6	620.5	128.6	50.7	28.6	3,238.3
PERSONS									
Full-time workers	218.6	766.7	1,619.3	1,549.2	1,174.5	280.9	138.6	52.8	5,800.5
Part-time workers	292.4	200.8	375.1	456.1	312.1	85.3	49.8	49.0	1,820.5
Total	510.9	967.5	1,994.4	2,005.3	1,486.6	366.1	188.4	101.8	7,621.0

Source: The Labour Force, Australia (6203.0).

CHART 3.1. EMPLOYED PERSONS: MARITAL STATUS AND SEX, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.  
Source: The Labour Force, Australia (6203.0).

**TABLE 3.4. EMPLOYED PERSONS: ANNUAL CHANGE BY MARITAL STATUS AND SEX, AUSTRALIA, AUGUST 1988 TO AUGUST 1993**  
(per cent)

August	Males			Females			Persons		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
<b>MARRIED</b>									
1988	2.7	-5.7	2.3	5.3	6.5	5.8	3.3	4.9	3.7
1989 r	1.9	13.4	2.4	6.7	5.0	5.9	3.2	6.0	3.8
1990 r	2.4	2.8	2.4	3.5	1.9	2.7	2.7	2.0	2.5
1991 r	-4.6	22.8	-3.4	0.8	-0.2	0.3	-3.1	2.7	-1.9
1992 r	-1.6	12.1	-0.8	-2.6	5.1	1.0	-1.9	6.2	-0.1
1993	-0.8	-3.2	-0.9	1.6	-3.1	-0.7	-0.1	-3.1	-0.8
<b>NOT MARRIED</b>									
1988	3.5	-2.3	2.7	4.9	5.6	5.1	4.0	2.5	3.7
1989 r	5.5	17.3	7.0	3.8	15.7	7.0	4.8	16.3	7.0
1990 r	-5.2	3.4	-4.0	1.7	5.5	2.8	-2.5	4.7	-1.1
1991 r	-5.1	4.7	-3.6	-5.1	4.6	-2.2	-5.1	4.7	-3.0
1992 r	-2.8	16.3	0.3	-5.6	9.0	-0.9	-3.9	11.7	-0.3
1993	2.9	-3.8	1.7	2.3	0.5	1.6	2.7	-1.2	1.6
<b>TOTAL</b>									
1988	2.9	-3.6	2.5	5.1	6.2	5.5	3.6	4.1	3.7
1989 r	3.1	15.8	4.0	5.4	7.8	6.3	3.8	9.5	4.9
1990 r	-0.1	3.2	0.1	2.6	2.9	2.8	0.7	3.0	1.2
1991 r	-4.7	11.4	-3.4	-1.9	1.2	-0.7	-3.8	3.4	-2.3
1992 r	-2.0	14.5	-0.5	-3.9	6.3	0.3	-2.6	8.2	-0.2
1993	0.4	-3.6	-0.1	1.9	-2.0	0.2	0.8	-2.4	0.0

Source: The Labour Force, Australia (6203.0).

**TABLE 3.5. EMPLOYMENT/POPULATION RATIOS(a), AUSTRALIA, AUGUST 1983 TO AUGUST 1993**  
(per cent)

	Age group								
August	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
1983	44.9	74.1	86.8	89.3	85.0	73.0	39.8	8.3	68.3
1984	46.0	76.6	87.8	89.9	84.9	72.6	39.9	8.8	69.1
1985	46.6	78.6	87.7	90.6	85.7	71.1	39.3	8.6	69.3
1986(b)	47.6	78.1	88.4	90.0	85.1	71.2	42.3	8.3	69.3
1987	47.1	78.2	88.0	90.0	85.7	70.2	41.6	8.4	69.1
1988	47.9	80.3	88.5	90.6	83.4	68.9	43.3	8.3	69.3
1989 r	51.9	82.1	89.9	90.0	86.1	71.5	46.1	8.4	70.8
1990 r	48.4	77.9	87.6	90.7	86.7	72.3	46.2	8.3	69.8
1991 r	41.7	72.8	85.0	86.9	84.3	65.5	43.5	9.0	66.5
1992 r	40.4	71.5	83.1	86.3	82.5	66.5	40.7	9.2	65.4
1993	40.1	70.3	83.2	85.9	81.9	61.7	38.8	8.2	64.6
FEMALES									
1983	44.4	62.7	47.8	54.1	46.2	27.3	11.9	2.1	39.7
1984	44.7	64.4	51.0	55.4	47.8	26.6	11.4	2.5	40.9
1985	46.4	65.9	53.3	58.2	48.0	26.1	11.1	1.9	42.0
1986(b)	45.5	67.3	55.5	60.8	52.0	27.5	12.5	1.9	43.6
1987	43.2	67.7	57.2	61.8	52.8	29.5	13.1	2.6	44.3
1988	47.1	67.6	58.0	65.0	54.8	30.5	14.0	2.5	45.8
1989 r	48.8	71.4	61.2	67.1	56.9	31.2	13.2	2.2	47.7
1990 r	47.5	71.4	60.4	68.7	58.6	32.5	16.1	2.3	48.2
1991 r	41.9	67.0	60.6	67.9	59.1	33.6	14.4	2.4	47.2
1992 r	40.8	65.4	59.4	67.0	60.8	35.5	12.4	2.2	46.7
1993	39.1	65.0	59.5	64.8	61.2	34.1	14.2	2.4	46.2
PERSONS									
1983	44.6	68.4	67.3	71.9	66.0	50.3	25.3	4.7	53.8
1984	45.3	70.5	69.4	72.9	66.8	49.9	25.2	5.1	54.8
1985	46.5	72.3	70.5	74.7	67.3	48.9	24.8	4.8	55.5
1986(b)	46.6	72.7	71.9	75.6	69.0	49.7	27.1	4.6	56.3
1987	45.2	73.0	72.6	76.0	69.7	50.2	27.1	5.0	56.5
1988	47.5	74.0	73.2	77.9	69.5	50.0	28.4	5.0	57.4
1989 r	50.4	76.8	75.6	78.6	71.8	51.6	29.5	4.8	59.1
1990 r	47.9	74.7	74.0	79.8	73.0	52.6	31.1	4.9	58.8
1991 r	41.8	69.9	72.7	77.4	72.0	49.8	28.9	5.3	56.7
1992 r	40.6	68.4	71.2	76.6	71.9	51.1	26.5	5.2	55.9
1993	39.6	67.7	71.3	75.3	71.8	48.0	26.5	4.9	55.3

(a) The employment/population ratio for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

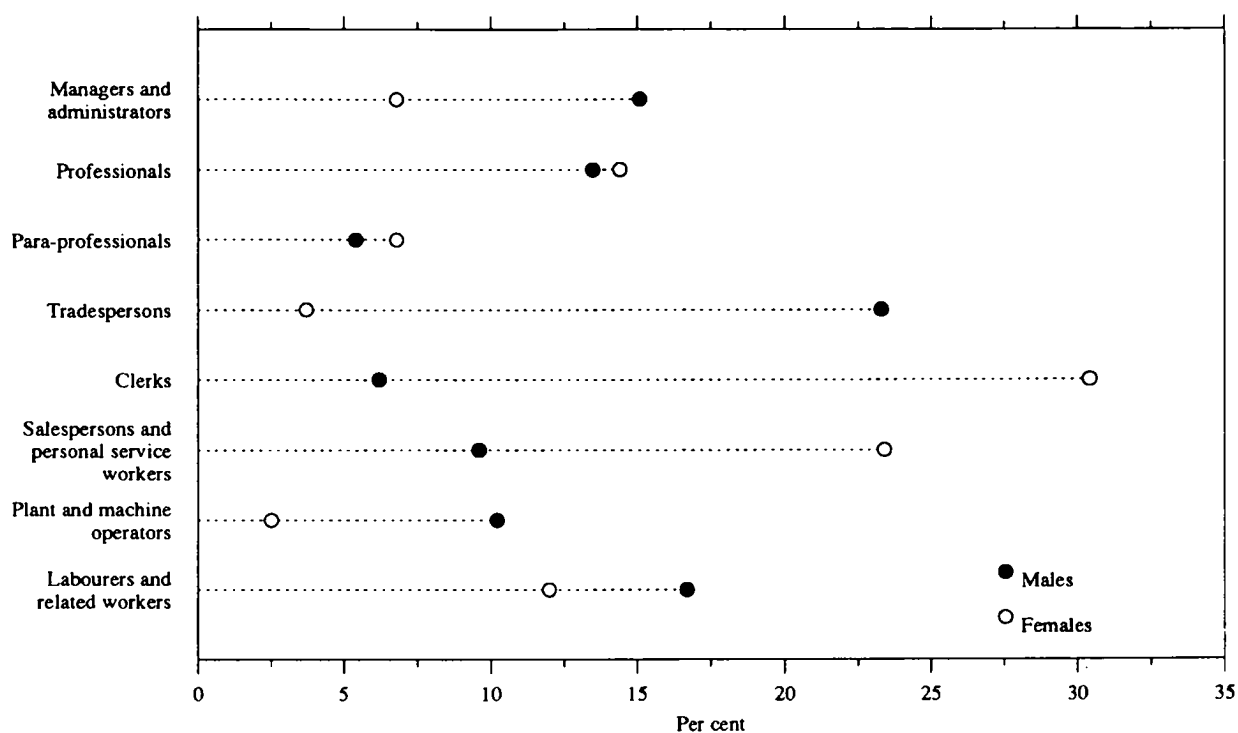
TABLE 3.6. EMPLOYED PERSONS: MAJOR AND MINOR OCCUPATION GROUPS, AUSTRALIA, AUGUST 1993  
(<sup>'000</sup>)

Occupation major and minor group(a)	Males	Females		Persons
		Married	Total	
<b>MANAGERS AND ADMINISTRATORS</b>	662.2	169.5	221.3	883.6
Legislators and government appointed officials	* 3.1	* 0.3	* 0.3	* 3.4
General managers	24.9	* 3.4	5.6	30.5
Specialist managers	164.4	20.9	36.6	201.0
Farmers and farm managers	176.7	67.0	73.6	250.3
Managing supervisors (sales and service)	180.1	67.5	90.2	270.4
Managing supervisors (other business)	113.0	10.4	15.0	128.0
<b>PROFESSIONALS</b>	593.0	296.8	464.7	1,057.7
Natural scientists	29.2	4.7	10.4	39.6
Building professionals and engineers	99.8	* 2.2	* 2.8	102.6
Health diagnosis and treatment practitioners	51.9	33.7	51.2	103.1
School teachers	80.8	133.8	186.9	267.8
Other teachers and instructors	54.5	34.2	54.6	109.2
Social professionals	51.8	15.8	27.2	79.0
Business professionals	161.0	40.1	73.8	234.8
Artists and related professionals	41.0	13.8	27.5	68.5
Miscellaneous professionals	23.0	18.6	30.3	53.2
<b>PARA-PROFESSIONALS</b>	237.3	138.2	220.0	457.3
Medical and science technical officers and technicians	20.0	9.5	14.5	34.6
Engineering and building associates and technicians	74.3	* 2.8	4.4	78.7
Air and sea transport technical workers	12.4	* 0.0	* 0.3	12.7
Registered nurses	12.4	96.8	148.1	160.4
Police	34.6	* 2.2	4.8	39.4
Miscellaneous para-professionals	83.6	26.9	47.9	131.4
<b>TRADESPERSONS</b>	1,020.4	68.3	120.1	1,140.5
Metal fitting and machining tradespersons	105.8	* 0.3	* 0.6	106.4
Other metal tradespersons	93.4	* 1.1	* 1.1	94.4
Electrical and electronics tradespersons	172.5	* 1.0	* 2.8	175.3
Building tradespersons	249.7	* 1.9	* 3.4	253.1
Printing tradespersons	29.1	4.6	7.4	36.5
Vehicle tradespersons	142.1	* 0.3	* 0.8	142.9
Food tradespersons	75.5	22.1	35.6	111.2
Amenity horticultural tradespersons	52.0	4.9	6.1	58.1
Miscellaneous tradespersons	100.3	32.2	62.4	162.7
<b>CLERKS</b>	271.2	633.3	983.9	1,255.1
Stenographers and typists	4.1	139.1	229.7	233.8
Data processing and business machine operators	25.3	47.8	79.6	104.9
Numerical clerks	107.1	253.6	349.7	456.8
Filing, sorting and copying clerks	21.3	23.7	42.0	63.3
Material recording and despatching clerks	48.0	18.5	30.1	78.2
Receptionists, telephonists and messengers	25.4	103.8	181.5	206.9
Miscellaneous clerks	40.0	46.8	71.2	111.2
<b>SALESPERSONS AND PERSONAL SERVICE WORKERS</b>	419.3	368.7	759.2	1,178.5
Investment, insurance and real estate salespersons	66.9	14.1	21.5	88.4
Sales representatives	87.6	18.7	29.5	117.2
Sales assistants	157.9	149.7	335.1	493.1
Tellers, cashiers and ticket salespersons	29.5	49.5	112.8	142.3
Miscellaneous salespersons	63.8	56.3	120.1	183.9
Personal service workers	13.5	80.5	140.2	153.7
<b>PLANT AND MACHINE OPERATORS, AND DRIVERS</b>	446.9	57.9	80.0	526.9
Road and rail transport drivers	233.7	10.6	17.0	250.7
Mobile plant operators (except transport)	96.1	* 0.0	* 0.2	96.3
Stationary plant operators	46.3	* 1.2	* 1.9	48.2
Machine operators	70.8	46.0	60.8	131.6
<b>LABOURERS AND RELATED WORKERS</b>	732.4	259.5	389.0	1,121.4
Trades assistants and factory hands	187.2	59.3	88.9	276.1
Agricultural labourers and related workers	103.7	18.0	31.3	135.0
Cleaners	78.8	98.9	126.5	205.3
Construction and mining labourers	106.5	* 0.8	* 1.9	108.4
Miscellaneous labourers and related workers	256.1	82.4	140.3	396.5
<b>TOTAL</b>	<b>4,382.7</b>	<b>1,992.2</b>	<b>3,238.3</b>	<b>7,621.0</b>

(a) Classified according to the Australian Standard Classification of Occupations, (ASCO) 1986.

Source: *The Labour Force, Australia* (6203.0).

**CHART 3.2. EMPLOYED PERSONS: PERCENTAGE OF TOTAL EMPLOYED PERSONS BY OCCUPATION AND SEX, AUSTRALIA, AUGUST 1993**



**CHART 3.3. EMPLOYED PERSONS: INDUSTRY, PERCENTAGE CHANGE BETWEEN AUGUST 1983 AND AUGUST 1993, AUSTRALIA**

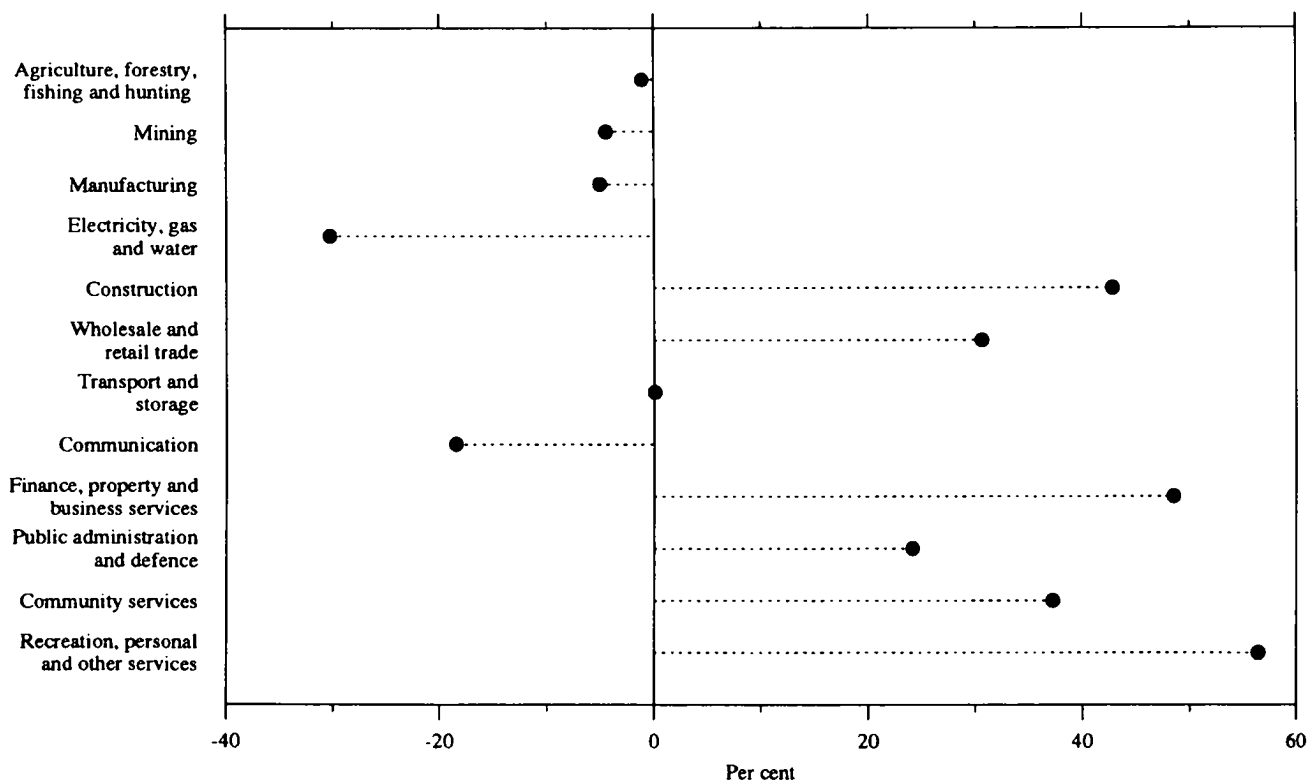


TABLE 3.7. EMPLOYED PERSONS: INDUSTRY, AUSTRALIA, AUGUST 1983 TO AUGUST 1993  
(<sup>'000</sup>)

Industry	August										
	1983	1984	1985	1986(a)	1987	1988	1989r	1990r	1991r	1992r	1993
MALES											
Agriculture, forestry, fishing and hunting	314.3	302.6	303.9	299.3	294.7	304.7	291.6	304.0	286.8	277.1	286.5
Mining	87.4	83.9	92.0	88.0	88.9	87.3	93.6	85.9	86.4	81.0	83.0
Manufacturing	849.7	849.4	812.6	826.5	850.3	887.0	891.1	876.3	788.5	796.7	784.8
Electricity, gas and water	124.8	134.4	127.5	123.1	106.1	102.6	102.5	91.6	90.4	90.1	81.4
Construction	346.4	380.4	412.9	427.2	427.9	462.0	524.6	508.3	443.7	452.3	474.2
Wholesale and retail trade	689.4	722.7	755.2	781.5	796.0	839.6	868.1	881.6	870.5	859.8	875.2
Transport and storage	310.3	297.4	318.7	327.2	308.2	305.6	324.5	318.3	315.1	298.9	290.9
Communication	104.4	99.9	113.0	107.4	104.1	99.3	101.1	105.9	93.4	79.4	78.8
Finance, property and business services	300.3	325.5	359.8	363.8	410.5	404.5	449.4	448.1	456.7	455.5	443.5
Public administration and defence	211.0	214.7	203.4	210.0	222.7	201.0	196.5	214.9	203.4	213.3	226.2
Community services	400.0	411.6	425.9	446.4	452.3	463.4	474.9	486.2	506.2	504.4	487.8
Recreation, personal and other services	165.5	194.5	186.3	202.1	215.3	225.1	238.5	241.0	263.9	276.7	270.2
<b>Total</b>	<b>3,903.6</b>	<b>4,018.0</b>	<b>4,111.1</b>	<b>4,202.6</b>	<b>4,277.1</b>	<b>4,382.1</b>	<b>4,556.4</b>	<b>4,562.1</b>	<b>4,405.0</b>	<b>4,385.2</b>	<b>4,382.5</b>
FEMALES											
Agriculture, forestry, fishing and hunting	97.3	97.1	111.2	116.2	107.7	123.6	116.1	121.4	118.9	117.3	120.7
Mining	6.9	8.4	9.6	7.4	9.7	8.0	11.4	9.3	7.8	8.6	7.1
Manufacturing	282.3	292.8	300.6	305.1	304.2	316.6	340.5	317.4	309.9	297.0	289.1
Electricity, gas and water	11.3	13.6	11.2	14.5	13.5	11.4	10.4	12.4	12.2	14.2	13.5
Construction	41.5	43.1	58.3	66.2	60.1	67.2	75.4	75.4	61.8	68.0	79.6
Wholesale and retail trade	527.7	548.4	569.5	609.2	615.6	662.5	735.3	727.4	711.5	724.4	714.5
Transport and storage	54.9	57.5	58.7	69.1	67.1	73.5	82.8	82.5	82.0	73.4	74.5
Communication	35.9	32.0	36.2	41.7	35.3	35.5	38.2	39.0	38.4	35.6	35.5
Finance, property and business services	274.2	294.8	308.2	339.4	360.6	401.0	424.8	456.7	434.8	438.9	409.7
Public administration and defence	103.0	107.9	121.9	115.8	129.3	121.7	126.7	149.1	152.7	127.5	163.5
Community services	677.3	727.7	734.5	775.8	831.4	845.2	881.1	935.6	954.3	977.3	989.7
Recreation, personal and other services	225.3	225.1	244.6	255.6	281.0	305.0	316.3	319.7	340.2	350.2	340.9
<b>Total</b>	<b>2,337.4</b>	<b>2,448.1</b>	<b>2,564.5</b>	<b>2,716.0</b>	<b>2,815.2</b>	<b>2,971.3</b>	<b>3,159.0</b>	<b>3,245.9</b>	<b>3,224.5</b>	<b>3,232.4</b>	<b>3,238.3</b>
PERSONS											
Agriculture, forestry, fishing and hunting	411.7	399.6	415.1	415.5	402.4	428.2	407.7	425.4	405.6	394.4	407.2
Mining	94.3	92.2	101.6	95.5	98.5	95.3	104.9	95.2	94.2	89.6	90.0
Manufacturing	1,132.0	1,142.2	1,113.2	1,131.6	1,154.4	1,203.6	1,231.6	1,193.7	1,098.4	1,093.7	1,073.9
Electricity, gas and water	136.0	148.0	138.7	137.5	119.6	113.9	112.9	104.0	102.6	104.4	94.8
Construction	388.0	423.5	471.2	493.4	487.9	529.2	600.0	583.8	505.4	520.2	553.8
Wholesale and retail trade	1,217.1	1,271.2	1,324.7	1,390.7	1,411.6	1,502.2	1,603.4	1,609.0	1,582.0	1,584.2	1,589.7
Transport and storage	365.2	354.9	377.4	396.4	375.3	379.1	407.3	400.8	397.1	372.3	365.5
Communication	140.3	131.9	149.2	149.1	139.5	134.8	139.4	144.9	131.7	115.0	114.4
Finance, property and business services	574.5	620.3	668.0	703.2	771.1	805.5	874.1	904.8	891.5	894.4	853.2
Public administration and defence	314.0	322.5	325.3	325.9	352.0	322.7	323.2	364.0	356.0	340.8	389.7
Community services	1,077.3	1,139.3	1,160.4	1,222.2	1,283.7	1,308.6	1,356.0	1,421.8	1,460.6	1,481.8	1,477.6
Recreation, personal and other services	390.8	420.6	430.9	457.7	496.3	530.2	554.8	560.7	604.1	626.9	611.2
<b>Total</b>	<b>6,241.1</b>	<b>6,466.1</b>	<b>6,675.6</b>	<b>6,918.6</b>	<b>7,092.3</b>	<b>7,353.4</b>	<b>7,715.3</b>	<b>7,808.1</b>	<b>7,629.2</b>	<b>7,617.7</b>	<b>7,621.0</b>

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).



**TABLE 3.8. EMPLOYED PERSONS: PROPORTIONS BY INDUSTRY, AUSTRALIA, AUGUST 1983 TO AUGUST 1993**  
(per cent)

Industry	August										
	1983	1984	1985	1986(a)	1987	1988	1989r	1990r	1991r	1992r	1993
<b>MALES</b>											
Agriculture, forestry, fishing and hunting	8.1	7.5	7.4	7.1	6.9	7.0	6.4	6.7	6.5	6.3	6.5
Mining	2.2	2.1	2.2	2.1	2.1	2.0	2.1	1.9	2.0	1.9	1.9
Manufacturing	21.8	21.1	19.8	19.7	19.9	20.2	19.6	19.2	17.9	18.2	17.9
Electricity, gas and water	3.2	3.3	3.1	2.9	2.5	2.3	2.3	2.0	2.1	2.1	1.9
Construction	8.9	9.5	10.0	10.2	10.0	10.5	11.5	11.1	10.1	10.3	10.8
Wholesale and retail trade	17.7	18.0	18.4	18.6	18.6	19.2	19.1	19.3	19.8	19.6	20.0
Transport and storage	7.9	7.4	7.8	7.8	7.2	7.0	7.1	7.0	7.1	6.8	6.6
Communication	2.7	2.5	2.7	2.6	2.4	2.3	2.2	2.3	2.1	1.8	1.8
Finance, property and business services	7.7	8.1	8.8	8.7	9.6	9.2	9.9	9.8	10.4	10.4	10.1
Public administration and defence	5.4	5.3	4.9	5.0	5.2	4.6	4.3	4.7	4.6	4.9	5.2
Community services	10.2	10.2	10.4	10.6	10.6	10.6	10.4	10.7	11.5	11.5	11.1
Recreation, personal and other services	4.2	4.9	4.5	4.8	5.0	5.1	5.2	5.3	6.0	6.3	6.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>FEMALES</b>											
Agriculture, forestry, fishing and hunting	4.2	4.0	4.3	4.3	3.8	4.2	3.7	3.7	3.7	3.6	3.7
Mining	0.3	0.3	0.4	0.3	0.3	0.3	0.4	0.3	0.2	0.3	0.2
Manufacturing	12.1	12.0	11.7	11.2	10.8	10.7	10.8	9.8	9.6	9.2	8.9
Electricity, gas and water	0.5	0.6	0.4	0.5	0.5	0.4	0.3	0.4	0.4	0.4	0.4
Construction	1.8	1.8	2.3	2.4	2.1	2.3	2.4	2.3	1.9	2.1	2.5
Wholesale and retail trade	22.6	22.4	22.2	22.4	21.9	22.3	23.3	22.4	22.1	22.4	22.1
Transport and storage	2.3	2.3	2.3	2.5	2.4	2.5	2.6	2.5	2.5	2.3	2.3
Communication	1.5	1.3	1.4	1.5	1.3	1.2	1.2	1.2	1.2	1.1	1.1
Finance, property and business services	11.7	12.0	12.0	12.5	12.8	13.5	13.5	14.1	13.5	13.6	12.7
Public administration and defence	4.4	4.4	4.8	4.3	4.6	4.1	4.0	4.6	4.7	3.9	5.1
Community services	29.0	29.7	28.6	28.6	29.5	28.4	27.9	28.8	29.6	30.2	30.6
Recreation, personal and other services	9.6	9.2	9.5	9.4	10.0	10.3	10.0	9.9	10.6	10.8	10.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>PERSONS</b>											
Agriculture, forestry, fishing and hunting	6.6	6.2	6.2	6.0	5.7	5.8	5.3	5.5	5.3	5.2	5.3
Mining	1.5	1.4	1.5	1.4	1.4	1.3	1.4	1.2	1.2	1.2	1.2
Manufacturing	18.1	17.7	16.7	16.4	16.3	16.4	16.0	15.3	14.4	14.4	14.1
Electricity, gas and water	2.2	2.3	2.1	2.0	1.7	1.5	1.5	1.3	1.3	1.4	1.2
Construction	6.2	6.5	7.1	7.1	6.9	7.2	7.8	7.5	6.6	6.8	7.3
Wholesale and retail trade	19.5	19.7	19.8	20.1	19.9	20.4	20.8	20.6	20.7	20.8	20.9
Transport and storage	5.9	5.5	5.7	5.7	5.3	5.2	5.3	5.1	5.2	4.9	4.8
Communication	2.2	2.0	2.2	2.2	2.0	1.8	1.8	1.9	1.7	1.5	1.5
Finance, property and business services	9.2	9.6	10.0	10.2	10.9	11.0	11.3	11.6	11.7	11.7	11.2
Public administration and defence	5.0	5.0	4.9	4.7	5.0	4.4	4.2	4.7	4.7	4.5	5.1
Community services	17.3	17.6	17.4	17.7	18.1	17.8	17.6	18.2	19.1	19.5	19.4
Recreation, personal and other services	6.3	6.5	6.5	6.6	7.0	7.2	7.2	7.2	7.9	8.2	8.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

### Employed Wage and Salary Earners (Source: Employed Wage and Salary Earners, Australia (6248.0))

The Survey of Employment and Earnings is completed by a sample of employers. The survey has two components. One is a sample survey of about 7,500 private employers in industries other than agriculture, forestry, fishing and hunting; the other is a sample of 2,500 Government agencies. In contrast to the Monthly Labour Force Survey, the Survey of Employment and Earnings is conducted by mail and, as in all ABS employer surveys, covers only wage and salary earners who receive pay for any part of the survey reference period. Employed wage and salary earner data from the Survey of Employment and Earnings are presented below and analysed according to private/public sector, industry and size of employer.

In the year to August 1993, the number of wage and salary earners decreased by 89,200 (1.5%) to 5,751,900. Most of the decrease was in the Private sector which showed a fall of 1.5 per cent to 4,093,900 persons.

During the year to August 1993 the Mining industry displayed the greatest percentage decline (16%) to 65,600, while the Wholesale Trade industry showed the largest rise (3.0%) to 399,500.

In August 1993 there were an estimated 4,167,500 full-time and 1,584,400 part-time employees in Australia - a decrease of 104,400 (2.4%) full-time and 15,200 (1.0%) part-time. The number of female wage and salary earners as a proportion of total wage and salary earners remained static between August 1992 to August 1993 at 46 per cent.

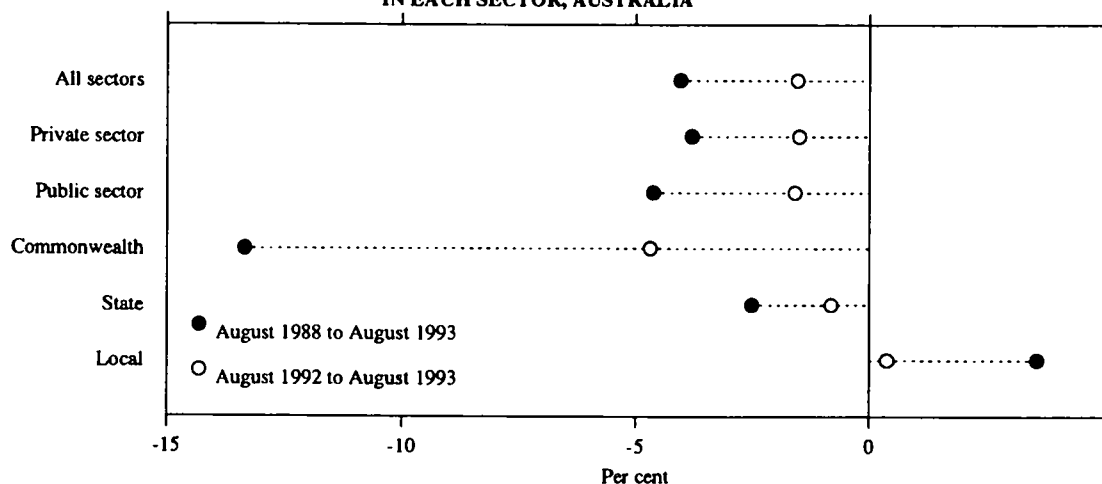
TABLE 3.9. EMPLOYED WAGE AND SALARY EARNERS: SECTOR, AUSTRALIA ('000)

August	Private sector	Public sector			Total	Total
		Commonwealth	State	Local		
1988	4,255.8	427.3	1,155.8	155.4	1,738.4	5,994.3
1989	4,481.4	396.9	1,173.6	157.2	1,727.7	6,209.1
1990	4,390.9	400.7	1,180.6	160.2	1,741.5	6,132.3
1991(a)	4,146.9	448.8	1,158.5	161.0	1,768.3	5,915.3
1992	4,156.4	388.5	1,136.0	160.3	1,684.8	5,841.1
1993	4,093.9	370.3	1,126.8	160.9	1,658.0	5,751.9

(a) Includes 42,200 temporary population census employees.

Source: Employed Wage and Salary Earners, Australia (6248.0).

CHART 3.4. EMPLOYED WAGE AND SALARY EARNERS: PERCENTAGE GROWTH IN EACH SECTOR, AUSTRALIA



Source: Employed Wage and Salary Earners, Australia (6248.0).

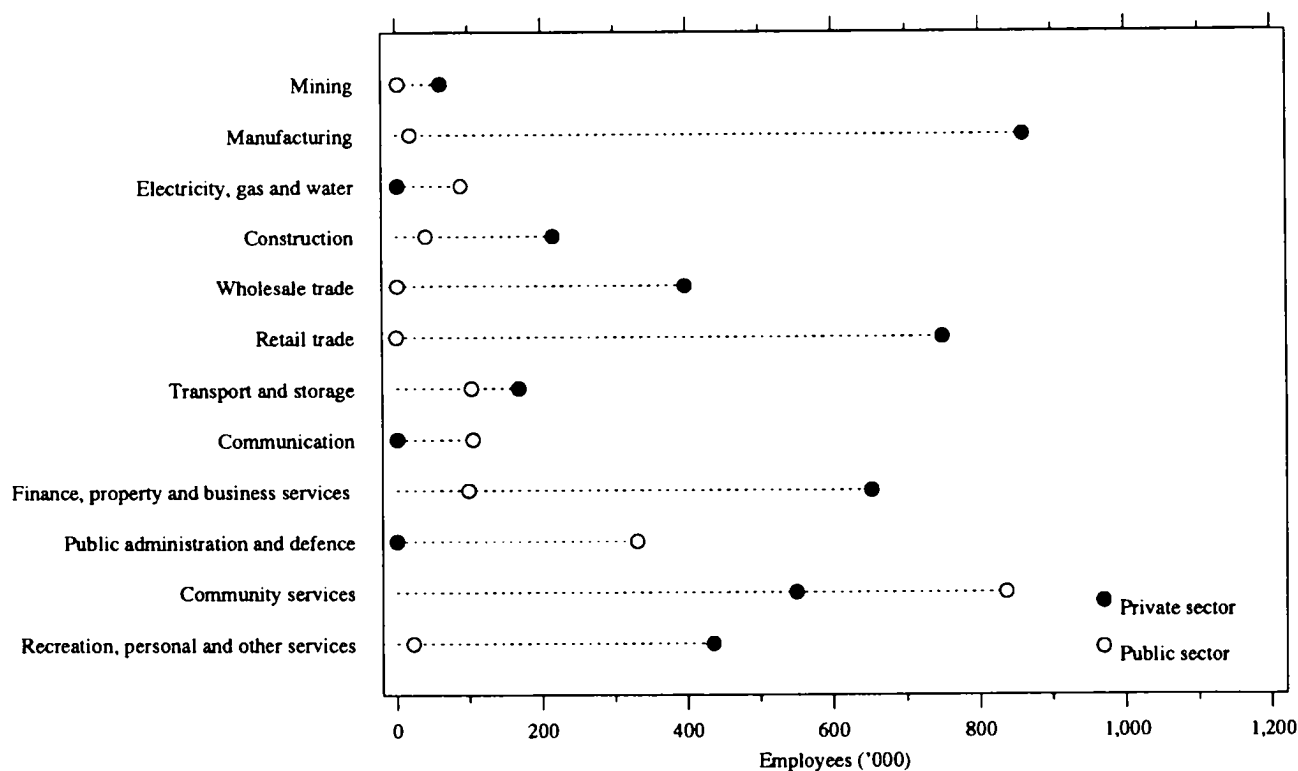
TABLE 3.10. EMPLOYED WAGE AND SALARY EARNERS: SECTOR AND INDUSTRY, AUSTRALIA, AUGUST 1993  
(<sup>'000</sup>)

Industry	Public sector			Private sector			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	3.9	0.1	4.0	55.4	6.2	61.6	59.3	6.3	65.6
Manufacturing	17.8	2.2	20.1	622.6	237.6	860.2	640.4	239.8	880.2
Electricity, gas and water	78.5	11.0	89.5	2.2	0.6	2.8	80.7	11.6	92.3
Construction	33.0	8.3	41.2	180.0	35.6	215.6	212.9	43.9	256.8
Wholesale trade	1.1	0.7	1.9	271.9	125.7	397.6	273.1	126.4	399.5
Retail trade	0.1	0.1	0.3	349.6	399.6	749.2	349.7	399.8	749.5
Transport and storage	89.5	13.8	103.3	125.8	42.6	168.4	215.3	56.4	271.7
Communication	74.6	30.5	105.2	0.8	0.3	1.1	75.4	30.8	106.2
Finance, property and business services	41.1	57.7	98.7	319.0	333.6	652.6	360.0	391.3	751.3
Public administration and defence	196.7	134.0	330.7	..	..	..	196.7	134.0	330.7
Community services	323.9	511.8	835.8	134.1	415.7	549.8	458.1	927.5	1,385.6
Recreation, personal and other services	11.1	11.5	22.6	196.5	238.5	435.0	207.6	250.0	457.6
<b>Total all industries(a)</b>	<b>875.2</b>	<b>782.7</b>	<b>1,658.0</b>	<b>2,257.8</b>	<b>1,836.1</b>	<b>4,093.9</b>	<b>3,133.0</b>	<b>2,618.9</b>	<b>5,751.9</b>

(a) Includes, for the public sector, 3,800 males and 1,000 females in Agriculture, forestry, fishing and hunting; similar data for the private sector are not collected.

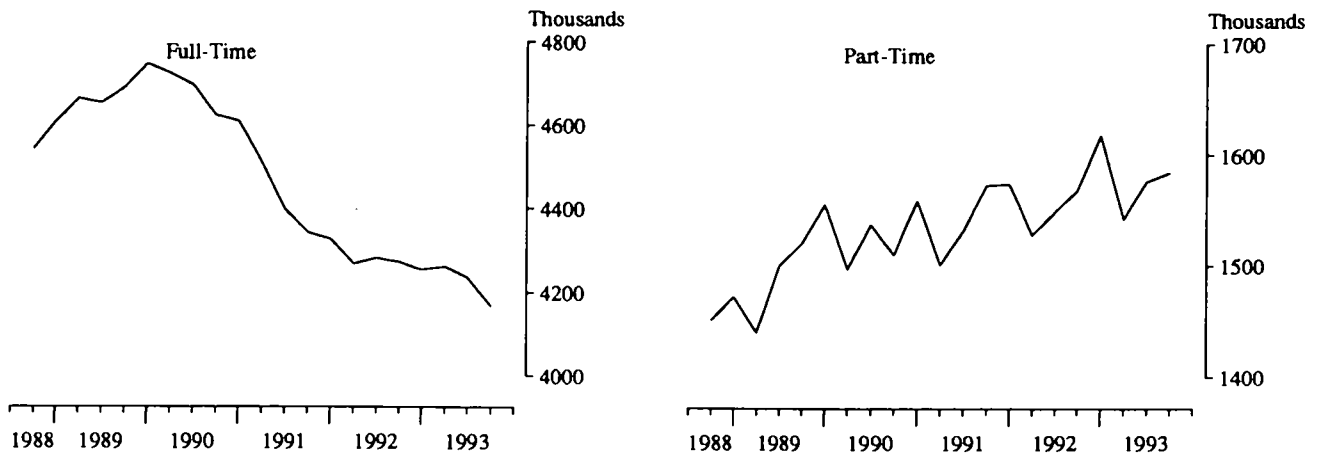
Source: *Employed Wage and Salary Earners, Australia* (6248.0).

CHART 3.5. EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY AND SECTOR  
AUSTRALIA, AUGUST 1993



Source: *Employed Wage and Salary Earners, Australia*. (6248.0)

**CHART 3.6. EMPLOYED WAGE AND SALARY EARNERS,  
PERSONS, AUSTRALIA**



**CHART 3.7. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME EMPLOYEES AS A  
PERCENTAGE OF TOTAL, BY INDUSTRY, AUSTRALIA, AUGUST 1993**

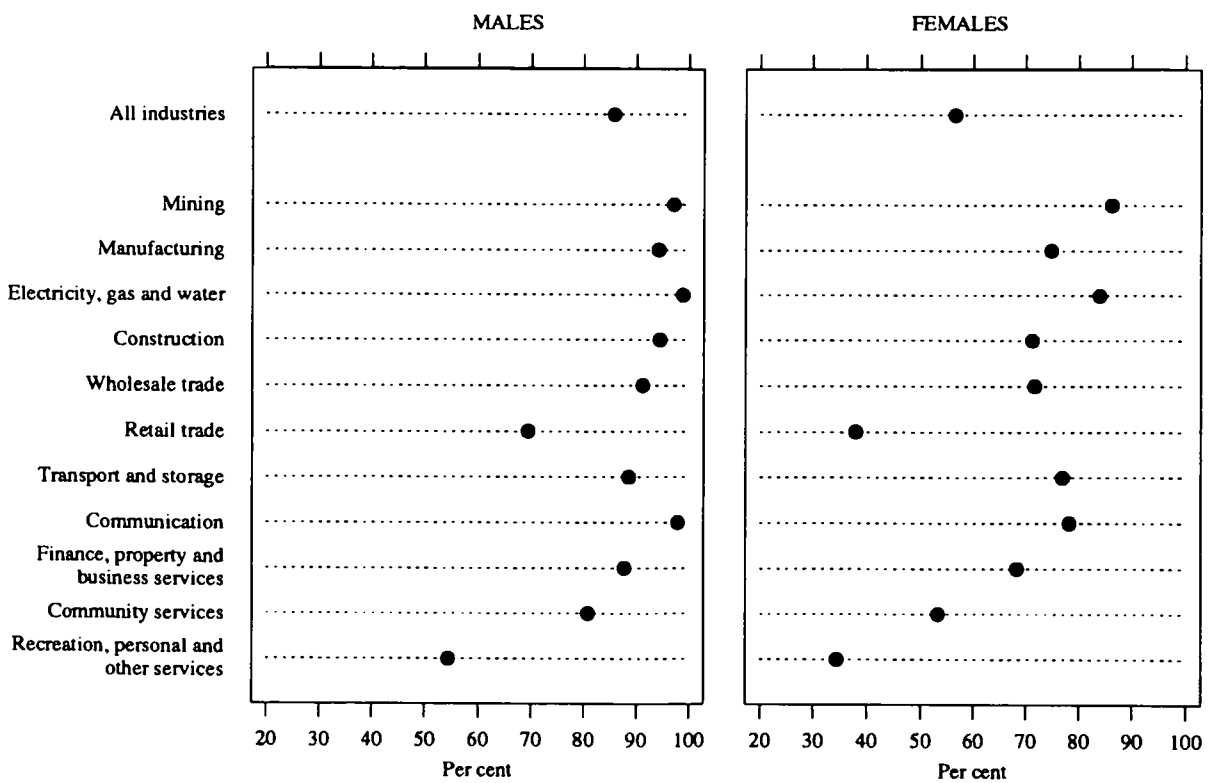


TABLE 3.11. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME AND PART-TIME STATUS, INDUSTRY AND SECTOR, AUSTRALIA

Industry/Sector	Number of employees ('000)								
	August 1991(a)			August 1992			August 1993		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>FULL-TIME</b>									
<i>Industry—</i>									
Mining	70.1	6.3	76.3	67.7	7.3	75.1	57.5	5.5	63.0
Manufacturing	620.6	198.9	819.5	624.1	185.0	809.1	603.0	179.3	782.3
Electricity, gas and water	93.8	11.4	105.2	88.2	10.5	98.6	79.7	9.7	89.4
Construction	218.1	34.1	252.2	198.9	31.1	229.9	200.9	31.3	232.2
Wholesale trade	236.3	89.0	325.3	239.5	92.0	331.5	249.1	90.7	339.8
Retail trade	271.6	172.9	444.5	260.1	168.4	428.4	242.7	151.8	394.5
Transport and storage	201.3	47.3	248.6	184.2	43.5	227.8	190.8	43.4	234.2
Communication	89.5	27.6	117.2	82.9	27.2	110.1	73.8	24.1	97.9
Finance, property and business services	297.3	275.7	573.0	304.6	281.5	586.1	315.8	267.7	583.5
Public administration and defence	180.2	97.0	277.1	182.1	94.9	276.9	185.2	97.2	282.5
Community services	388.9	502.9	891.9	393.9	494.8	888.6	370.5	494.6	865.1
Recreation, personal and other services	113.5	90.2	203.7	115.6	89.3	204.9	112.7	86.0	198.7
<b>Total all industries(b)</b>	<b>2,787.1</b>	<b>1,554.5</b>	<b>4,341.5</b>	<b>2,745.7</b>	<b>1,526.3</b>	<b>4,271.9</b>	<b>2,685.4</b>	<b>1,482.1</b>	<b>4,167.5</b>
<i>Sector—</i>									
Private	1,913.2	1,001.9	2,915.0	1,907.0	990.4	2,897.4	1,881.1	956.5	2,837.6
Public(b)	873.9	552.6	1,426.5	838.7	535.8	1,374.5	804.3	525.6	1,329.9
<b>PART-TIME</b>									
<i>Industry—</i>									
Mining	0.8	0.9	1.7	1.5	1.1	2.6	1.8	0.9	2.7
Manufacturing	28.8	56.3	85.1	33.8	57.8	91.6	37.4	60.5	97.9
Electricity, gas and water	3.0	2.2	5.2	0.7	2.0	2.7	1.0	1.9	2.9
Construction	13.5	17.1	30.5	11.4	15.2	26.6	12.0	12.7	24.7
Wholesale trade	19.0	35.6	54.5	19.9	36.6	56.5	24.0	35.7	59.7
Retail trade	108.7	272.0	380.7	109.0	267.9	376.8	107.0	248.0	355.0
Transport and storage	16.5	11.7	28.1	23.7	13.0	36.7	24.5	13.0	37.6
Communication	1.4	5.2	6.6	1.6	4.5	6.0	1.6	6.7	8.3
Finance, property and business services	45.5	124.7	170.2	46.6	128.4	175.1	44.2	123.6	167.8
Public administration and defence(a)	22.9	58.8	81.7	9.3	34.7	44.0	11.5	36.7	48.2
Community services	77.2	395.7	472.9	87.7	406.6	494.3	87.5	432.9	520.4
Recreation, personal and other services	83.6	172.4	256.0	90.3	165.4	255.7	94.9	164.1	258.9
<b>Total all industries(a)(b)</b>	<b>420.9</b>	<b>1,152.9</b>	<b>1,573.8</b>	<b>435.8</b>	<b>1,133.4</b>	<b>1,569.2</b>	<b>447.6</b>	<b>1,136.8</b>	<b>1,584.4</b>
<i>Sector—</i>									
Private	343.9	888.0	1,231.9	370.1	888.9	1,259.0	376.7	879.7	1,256.4
Public(a)(b)	76.9	264.9	341.8	65.7	244.5	310.3	70.9	257.1	328.1
<b>TOTAL</b>									
<i>Industry—</i>									
Mining	70.8	7.2	78.0	69.3	8.4	77.7	59.3	6.3	65.6
Manufacturing	649.4	255.2	904.6	657.9	242.8	900.7	640.4	239.8	880.2
Electricity, gas and water	96.7	13.6	110.4	88.9	12.5	101.4	80.7	11.6	92.3
Construction	231.6	51.2	282.7	210.3	46.3	256.6	212.9	43.9	256.8
Wholesale trade	255.3	124.6	379.8	259.4	128.6	388.0	273.1	126.4	399.5
Retail trade	380.3	444.9	825.2	369.0	436.2	805.3	349.7	399.8	749.5
Transport and storage	217.8	59.0	276.8	208.0	56.5	264.5	215.3	56.4	271.7
Communication	91.0	32.8	123.8	84.5	31.6	116.1	75.4	30.8	106.2
Finance, property and business services	342.7	400.4	743.2	351.2	410.0	761.2	360.0	391.3	751.3
Public administration and defence (a)	203.1	155.8	358.9	191.4	129.6	321.0	196.7	134.0	330.7
Community services	466.1	898.6	1,364.8	481.5	901.4	1,382.9	458.1	927.5	1,385.6
Recreation, personal and other services	197.1	262.6	459.7	205.9	254.7	460.6	207.6	250.0	457.6
<b>Total all industries (a)(b)</b>	<b>3,207.9</b>	<b>2,707.4</b>	<b>5,915.3</b>	<b>3,181.4</b>	<b>2,659.7</b>	<b>5,841.1</b>	<b>3,133.0</b>	<b>2,618.9</b>	<b>5,751.9</b>
<i>Sector—</i>									
Private	2,257.1	1,889.9	4,146.9	2,277.0	1,879.3	4,156.4	2,257.8	1,836.1	4,093.9
Public(a)(b)	950.8	817.5	1,768.3	904.4	780.4	1,684.8	875.2	782.7	1,658.0

(a) Includes 42,200 temporary Population Census employees for August 1991. (b) Includes employees of government agencies classified to Agriculture, forestry, fishing and hunting.

Source: Employed Wage and Salary Earners, Australia (6248.0).

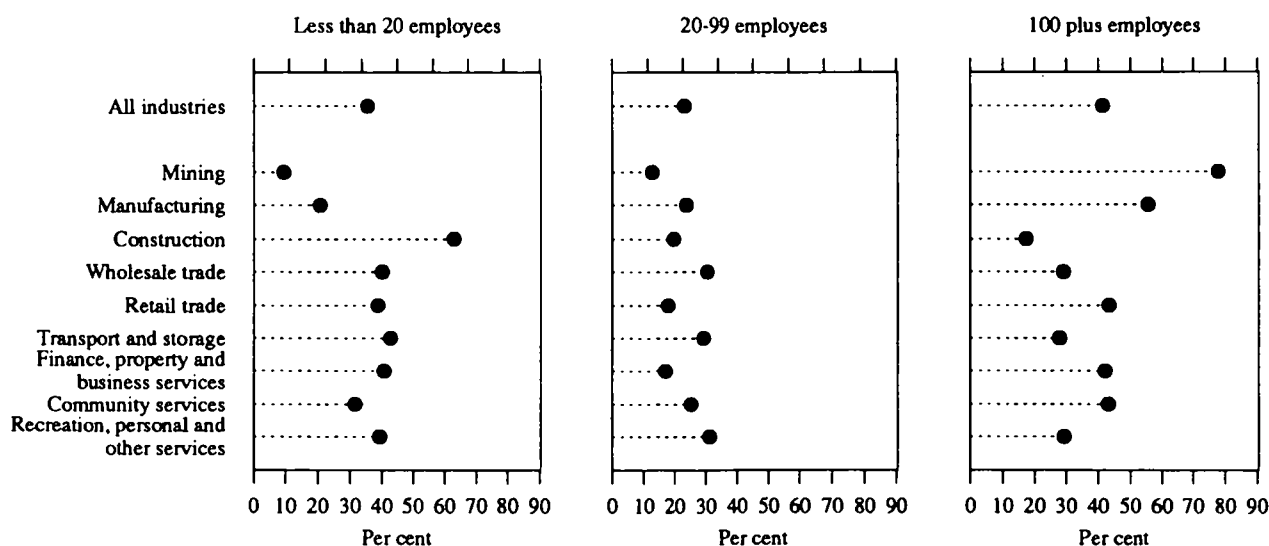
**TABLE 3.12. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME AND PART-TIME STATUS**  
(<sup>'000</sup>)

State/Territory	August 1991(a)			August 1992			August 1993		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>FULL-TIME</b>									
New South Wales	965.0	551.3	1,516.3	942.0	539.9	1,481.9	925.3	520.3	1,445.6
Victoria	744.3	424.6	1,168.9	721.9	408.2	1,130.1	679.8	384.1	1,064.0
Queensland	429.7	237.8	667.4	440.1	249.4	689.5	440.2	243.5	683.7
South Australia	237.6	117.8	355.3	225.5	107.7	333.2	222.8	108.9	331.6
Western Australia	248.4	129.0	377.4	264.2	128.8	392.9	267.1	133.7	400.8
Tasmania	72.1	34.3	106.4	68.1	33.4	101.5	66.2	34.5	100.7
Northern Territory	31.6	19.0	50.5	25.1	16.9	42.0	25.3	16.8	42.0
Australian Capital Territory	58.5	40.7	99.2	58.7	42.0	100.7	58.8	40.3	99.1
<b>Australia</b>	<b>2,787.1</b>	<b>1,554.5</b>	<b>4,341.5</b>	<b>2,745.7</b>	<b>1,526.3</b>	<b>4,271.9</b>	<b>2,685.4</b>	<b>1,482.1</b>	<b>4,167.5</b>
<b>PART-TIME</b>									
New South Wales	148.1	377.0	525.2	153.8	370.4	524.2	159.1	359.4	518.5
Victoria	110.3	310.2	420.5	115.6	314.6	430.2	113.9	299.3	413.2
Queensland	66.2	174.7	240.9	66.9	166.4	233.3	67.3	182.9	250.1
South Australia	38.4	119.3	157.7	35.2	103.7	138.9	37.3	106.4	143.6
Western Australia	32.5	106.7	139.2	39.4	111.9	151.3	42.7	119.1	161.8
Tasmania	11.6	33.4	45.0	10.1	32.7	42.8	13.4	36.6	50.0
Northern Territory	5.5	8.8	14.3	5.3	9.1	14.5	4.6	8.3	12.9
Australian Capital Territory	8.2	22.8	31.0	9.4	24.6	34.0	9.4	24.9	34.3
<b>Australia</b>	<b>420.9</b>	<b>1,152.9</b>	<b>1,573.8</b>	<b>435.8</b>	<b>1,133.4</b>	<b>1,569.2</b>	<b>447.6</b>	<b>1,136.8</b>	<b>1,584.4</b>
<b>TOTAL</b>									
New South Wales	1,113.2	928.3	2,041.5	1,095.8	910.3	2,006.1	1,084.4	879.7	1,964.1
Victoria	854.6	734.8	1,589.4	837.4	722.8	1,560.3	793.7	683.5	1,477.2
Queensland	495.9	412.5	908.4	507.1	415.8	922.9	507.4	426.4	933.8
South Australia	276.0	237.1	513.1	260.8	211.3	472.1	260.0	215.3	475.3
Western Australia	280.9	235.7	516.6	303.6	240.7	544.2	309.8	252.8	562.6
Tasmania	83.7	67.7	151.4	78.3	66.1	144.3	79.6	71.1	150.6
Northern Territory	37.1	27.7	64.8	30.5	26.0	56.5	29.9	25.0	54.9
Australian Capital Territory	66.7	63.4	130.1	68.1	66.7	134.8	68.1	65.2	133.4
<b>Australia</b>	<b>3,207.9</b>	<b>2,707.4</b>	<b>5,915.3</b>	<b>3,181.4</b>	<b>2,659.7</b>	<b>5,841.1</b>	<b>3,133.0</b>	<b>2,618.9</b>	<b>5,751.9</b>

(a) Includes 42,200 temporary Population Census employees.

Source: *Employed Wage and Salary Earners, Australia* (6248.0).

**CHART 3.8. EMPLOYED WAGE AND SALARY EARNERS: PROPORTION OF EMPLOYEES BY EMPLOYER UNIT SIZE, PRIVATE SECTOR AND INDUSTRY, AUSTRALIA, AUGUST 1993**



## Labour Force Experience

An estimated 8,574,000 persons had worked at some time during the year ending March 1993. Of these persons 67 per cent had worked for the full 52 weeks, comprising 71 per cent of male workers and 61 per cent of female workers.

The proportion of males working at some time during the year has decreased slightly, from 83 per cent in 1990 to 79 per cent in 1993. The proportion of females working during the year has decreased from 63 per cent in 1990 to 60 per cent in 1993.

Of male workers 82 per cent had worked all their weeks on a full-time basis compared with 51 per cent for female workers.

**TABLE 3.13. PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING MARCH 1993: TIME WORKED DURING THE YEAR, MARITAL STATUS AND FULL-TIME/PART-TIME STATUS DURING THE YEAR, AUSTRALIA ('000)**

Time worked during the preceding year (weeks)	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>TIME WORKED WAS ALL FULL-TIME</b>									
1 and under 4	10.5	9.3	19.7	25.4	12.2	37.5	35.9	21.4	57.3
4 and under 13	34.3	27.3	61.7	61.9	36.5	98.4	96.2	63.9	160.1
13 and under 26	57.2	32.4	89.5	59.5	27.2	86.7	116.6	59.6	176.2
26 and under 39	83.4	45.0	128.3	70.3	36.6	106.9	153.7	81.5	235.2
39 and under 49	155.9	54.6	210.5	99.6	50.3	149.8	255.5	104.9	360.4
49 and under 52	111.8	39.2	151.0	45.8	27.6	73.4	157.7	66.8	224.4
52	2,292.9	878.3	3,171.1	903.2	614.8	1,518.0	3,196.0	1,493.1	4,689.1
<b>Total</b>	<b>2,746.0</b>	<b>1,085.9</b>	<b>3,831.9</b>	<b>1,265.6</b>	<b>805.1</b>	<b>2,070.7</b>	<b>4,011.6</b>	<b>1,891.1</b>	<b>5,902.6</b>
<b>TIME WORKED WAS MORE FULL-TIME THAN PART-TIME</b>									
1 and under 13	*3.3	5.0	8.2	10.7	6.0	16.7	14.0	11.0	24.9
13 and under 26	9.3	8.4	17.7	15.2	8.1	23.3	24.6	16.5	41.1
26 and under 39	17.3	13.6	30.9	20.7	13.3	34.0	38.0	26.9	64.8
39 and under 49	51.4	24.9	76.3	29.9	24.8	54.6	81.2	49.7	130.9
49 and under 52	15.7	11.1	26.9	10.0	9.8	19.8	25.8	20.9	46.7
52	65.0	56.4	121.5	32.8	34.8	67.6	97.8	91.3	189.1
<b>Total</b>	<b>162.0</b>	<b>119.5</b>	<b>281.4</b>	<b>119.3</b>	<b>96.7</b>	<b>216.1</b>	<b>281.3</b>	<b>216.2</b>	<b>497.5</b>
<b>TIME WORKED WAS MORE PART-TIME THAN FULL-TIME</b>									
1 and under 13	*2.5	*2.3	4.8	*3.8	*3.9	7.7	6.3	6.2	12.6
13 and under 26	6.0	7.2	13.2	7.4	5.6	12.9	13.4	12.8	26.1
26 and under 39	8.2	10.5	18.7	8.4	7.9	16.3	16.6	18.5	35.0
39 and under 49	16.0	20.8	36.8	14.6	14.9	29.6	30.7	35.7	66.4
49 and under 52	*3.9	7.9	11.8	4.0	7.1	11.2	8.0	15.0	23.0
52	10.4	52.4	62.8	20.6	20.8	41.4	31.0	73.2	104.2
<b>Total</b>	<b>47.1</b>	<b>101.1</b>	<b>148.2</b>	<b>58.8</b>	<b>60.3</b>	<b>119.1</b>	<b>105.8</b>	<b>161.4</b>	<b>267.3</b>
<b>TIME WORKED WAS ALL PART-TIME</b>									
1 and under 4	7.7	28.9	36.6	28.0	27.5	55.5	35.7	56.4	92.1
4 and under 13	16.7	66.1	82.9	59.1	75.2	134.4	75.9	141.4	217.2
13 and under 26	20.2	61.1	81.3	39.0	53.5	92.6	59.2	114.7	173.8
26 and under 39	21.3	93.4	114.7	35.9	58.7	94.5	57.2	152.0	209.2
39 and under 49	29.4	159.0	188.4	48.2	86.7	134.9	77.6	245.7	323.3
49 and under 52	9.5	82.6	92.0	17.3	40.6	57.9	26.8	123.2	150.0
52	59.2	461.0	520.2	79.9	140.8	220.7	139.0	601.8	740.8
<b>Total</b>	<b>164.0</b>	<b>952.1</b>	<b>1,116.1</b>	<b>307.5</b>	<b>483.0</b>	<b>790.5</b>	<b>471.4</b>	<b>1,435.1</b>	<b>1,906.6</b>
<b>TOTAL</b>									
1 and under 4	19.2	38.6	57.8	54.3	40.2	94.5	73.5	78.8	152.3
4 and under 13	55.8	100.3	156.1	134.6	121.2	255.8	190.4	221.5	411.9
13 and under 26	92.7	109.1	201.7	121.1	94.4	215.5	213.7	203.5	417.2
26 and under 39	130.1	162.5	292.6	135.3	116.4	251.7	265.4	278.9	544.3
39 and under 49	252.7	259.3	512.0	192.3	176.6	368.9	445.0	435.9	881.0
49 and under 52	141.0	140.7	281.7	77.2	85.1	162.4	218.2	225.9	444.0
52	2,427.5	1,448.1	3,875.5	1,036.3	811.3	1,847.6	3,463.8	2,259.3	5,723.2
<b>Total</b>	<b>3,119.0</b>	<b>2,258.6</b>	<b>5,377.6</b>	<b>1,751.2</b>	<b>1,445.2</b>	<b>3,196.4</b>	<b>4,870.2</b>	<b>3,703.8</b>	<b>8,574.0</b>

Source: Labour Force Experience, Australia (6206.0).

## Labour Mobility

An estimated 8,564,100 persons aged 15 to 69 years had worked at some time during the year ending February 1992. Of the 7,652,500 persons working in February 1992 —

- 80 per cent had been in their current job for the whole year
- 7.6 per cent had started their current job during the year, and had no previous job during the year
- 12 per cent had changed jobs during the year
- 4.2 per cent changed industry from previous to current job
- 3.4 per cent changed occupation from previous to current job.

The proportion of workers who were job mobile during the year ended 1992 was 20 per cent — a decrease of 2 percentage points from the 1991 survey result. The majority of those who were job mobile changed employer or business (84%). The remaining 16 per cent changed locality but not employer or business. Job mobility ratios were similar for males and females (19% and 20% respectively).

An estimated 20 per cent of persons working in February 1992 had been in their current job for less than one year. By comparison, the proportion of persons who had been in their current job for ten years or more was estimated at 24 per cent.

**TABLE 3.14. PERSONS AGED 15 TO 69 YEARS WHO WORKED AT SOME TIME DURING THE PREVIOUS TWELVE MONTHS: JOB MOBILITY, AUSTRALIA, FEBRUARY 1987 TO FEBRUARY 1992**

	Survey conducted in February—						
Job mobility	1987	1988	1989	1990	1991	1992	
	—per cent—						('000)
MALES							
Changed employer/business or locality	17.5	18.8	20.2	22.0	21.9	19.4	948.9
Changed employer/business	13.1	13.3	14.8	18.3	18.6	16.1	787.8
Changed locality but not employer/business	4.4	5.5	5.4	3.7	3.3	3.3	161.1
Did not change employer/business or locality	82.3	81.2	79.8	78.0	78.1	80.6	3,931.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	4,880.1
FEMALES							
Changed employer/business or locality	16.4	17.3	19.1	22.0	21.9	20.1	741.4
Changed employer/business	12.8	13.3	15.0	19.0	19.2	17.3	635.8
Changed locality but not employer/business	3.5	4.0	4.0	3.0	2.7	2.9	105.6
Did not change employer/business or locality	83.4	82.7	80.9	78.0	78.1	79.9	2,942.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	3,684.0
PERSONS							
Changed employer/business or locality	17.1	18.2	19.7	22.0	21.9	19.7	1,690.3
Changed employer/business	13.0	13.3	14.9	18.6	18.8	16.6	1,423.6
Changed locality but not employer/business	4.1	4.9	4.8	3.4	3.1	3.1	266.7
Did not change employer/business or locality	82.8	81.8	80.3	78.0	78.1	80.3	6,873.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	8,564.1

Source: Labour Mobility, Australia (6209.0).



TABLE 3.15. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY: LABOUR MOBILITY  
FROM LAST JOB TO CURRENT JOB, AUSTRALIA, FEBRUARY 1987 TO FEBRUARY 1992

	Survey conducted in February—						
	1987(a)	1988	1989	1990	1991	1992	
	—per cent—						
MALES							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	4,420.7
For one year or more in current job	77.1	75.7	73.7	75.4	80.2	81.6	3,606.4
For less than one year in current job	22.7	24.3	26.3	24.6	19.8	18.4	814.2
No previous job during the year	5.7	5.9	6.4	6.9	5.5	6.3	277.0
Had a previous job during the year	17.0	18.4	19.9	17.7	14.3	12.2	537.2
Same industry	10.7	11.8	12.2	10.4	9.3	8.0	351.6
Changed industry	6.3	6.6	7.7	7.2	5.1	4.2	185.6
Same occupation	11.7	12.9	13.9	11.3	10.0	8.6	379.8
Changed occupation	5.3	5.5	6.0	6.3	4.3	3.6	157.5
FEMALES							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	3,231.8
For one year or more in current job	71.0	71.5	69.8	70.8	76.3	78.8	2,545.4
For less than one year in current job	28.7	28.5	30.2	29.2	23.7	21.2	686.4
No previous job during the year	12.9	11.4	11.4	11.8	10.0	9.4	302.9
Had a previous job during the year	15.8	17.0	18.8	17.4	13.7	11.9	383.5
Same industry	9.2	10.8	11.3	9.8	8.1	7.8	251.0
Changed industry	6.6	6.3	7.5	7.5	5.5	4.1	132.5
Same occupation	11.2	12.4	13.2	11.6	9.7	8.7	280.3
Changed occupation	4.7	4.7	5.6	5.8	4.0	3.2	103.2
PERSONS							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	7,652.5
For one year or more in current job	74.7	74.0	72.1	73.5	78.6	80.4	6,151.9
For less than one year in current job	25.1	26.0	27.9	26.5	21.4	19.6	1,500.6
No previous job during the year	8.6	8.1	8.5	8.9	7.4	7.6	579.9
Had a previous job during the year	16.5	17.9	19.5	17.5	14.1	12.0	920.7
Same industry	10.1	11.4	11.9	10.2	8.8	7.9	602.6
Changed industry	6.4	6.5	7.6	7.3	5.3	4.2	318.1
Same occupation	11.5	12.7	13.6	11.4	9.9	8.6	660.0
Changed occupation	5.0	5.2	5.9	6.1	4.2	3.4	260.7

(a) 'Working at time of survey' includes a small number of persons whose duration of current job could not be determined.

Source: Labour Mobility, Australia (6209.0).

TABLE 3.16. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY: DURATION OF CURRENT JOB, AUSTRALIA,  
FEBRUARY 1987 TO FEBRUARY 1992

FEBRUARY 1987 TO FEBRUARY 1992							
	Survey conducted in February—						
	1987(a)	1988	1989	1990	1991	1992	
Duration of current job	—per cent—						(‘000)
Under 1 year	25.1	26.0	27.9	26.5	21.4	19.6	1,500.6
Under 3 months	10.3	10.4	11.7	10.4	8.3	7.7	588.5
3 and under 6 months	5.9	6.4	6.4	5.8	4.9	4.6	354.5
6 and under 12 months	8.9	9.2	9.8	10.2	8.3	7.3	557.7
1 and under 2 years	12.0	11.8	11.6	13.3	13.2	10.8	825.1
2 and under 3 years	9.2	9.8	9.2	9.8	11.5	11.7	896.3
3 and under 5 years	11.9	12.9	13.5	13.2	14.4	16.4	1,256.7
5 and under 10 years	17.4	15.8	15.2	15.5	16.2	17.8	1,363.8
10 years and over	24.2	23.7	22.4	21.9	23.2	23.7	1,810.0
10 and under 20 years	15.9	15.6	14.5	14.2	15.2	15.5	1,185.7
20 years and over	8.3	8.1	7.9	7.7	8.1	8.2	624.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	7,652.5

(a) Totals include a small number of persons whose duration of current job could not be determined.

Source: Labour Mobility, Australia (6209.0).

TABLE 3.17. PERSONS WHO CEASED A JOB DURING THE YEAR ENDING FEBRUARY 1992:  
DURATION OF LAST JOB AND REASON FOR CEASING LAST JOB, AUSTRALIA  
(<sup>'000</sup>)

Duration of last job	Reason for ceasing last job										Total
	Job loser			Job leaver							
	Retrenched	Job was temporary or seasonal and did not leave to return to studies	Own ill health or injury	Total	Ceased a job with employer/business			Other	Total	Changed locality but not employer/business	
					Unsatisfactory work conditions	Job was temporary or seasonal and left to return to studies					
MALES											
Under 1 year	141.6	86.2	13.8	241.6	34.1	25.5	77.4	137.1	56.5	193.6	435.2
Under 3 months	56.6	57.8	7.7	122.1	14.6	22.9	26.9	64.3	19.5	83.9	205.9
3 and under 6 months	37.2	16.4	*1.6	55.2	8.7	*1.9	21.2	31.8	13.1	44.9	100.1
6 and under 12 months	47.8	12.0	4.5	64.3	10.9	*0.7	29.3	41.0	23.9	64.9	129.2
1 and under 2 years	59.6	3.9	*2.3	65.9	8.9	*1.1	40.6	50.6	33.2	83.8	149.7
2 and under 3 years	43.1	*2.6	3.9	49.5	9.9	*0.0	31.4	41.3	29.4	70.7	120.2
3 and under 5 years	42.7	*1.9	3.7	48.2	5.0	*0.0	29.8	34.8	25.9	60.7	108.9
5 and under 10 years	29.1	*1.9	*3.2	34.1	3.5	*0.1	26.8	30.4	18.1	48.5	82.7
10 years and over	43.0	*0.7	6.0	49.6	*2.0	*0.0	35.4	37.4	12.9	50.3	99.9
10 and under 20 years	23.3	*0.7	3.8	27.8	*1.7	*0.0	19.4	21.1	10.4	31.4	59.3
20 years and over	19.7	*0.0	*2.1	21.8	*0.3	*0.0	16.0	16.3	*2.5	18.8	40.6
Total	359.0	97.1	32.8	488.9	63.4	26.7	241.4	331.6	176.1	507.6	996.7
FEMALES											
Under 1 year	79.0	91.1	11.0	181.1	32.8	21.9	103.0	157.7	39.5	197.3	378.4
Under 3 months	32.3	64.8	4.2	101.4	10.1	19.6	30.1	59.7	14.0	73.8	175.2
3 and under 6 months	18.9	13.4	*3.0	35.3	9.6	*1.1	26.1	36.8	11.1	47.9	83.2
6 and under 12 months	27.8	12.8	3.7	44.4	13.2	*1.2	46.8	61.2	14.4	75.6	120.0
1 and under 2 years	37.8	7.7	*2.2	47.7	12.1	*1.3	58.1	71.5	25.2	96.7	144.4
2 and under 3 years	21.7	4.1	4.1	29.9	8.1	*0.1	41.3	49.5	17.0	66.5	96.4
3 and under 5 years	21.0	*2.9	*1.2	25.1	4.0	*0.1	54.0	58.2	17.5	75.7	100.8
5 and under 10 years	13.6	*2.2	*2.1	17.9	*2.6	*0.3	33.9	36.7	10.7	47.4	65.3
10 years and over	15.2	*1.9	*2.7	19.8	*2.3	*0.0	24.4	26.7	3.9	30.6	50.4
10 and under 20 years	11.9	*1.3	*1.9	15.2	*1.7	*0.0	19.1	20.8	3.9	24.6	39.8
20 years and over	*3.3	*0.5	*0.8	4.6	*0.7	*0.0	5.3	5.9	*0.0	5.9	10.6
Total	188.5	109.8	23.4	321.6	61.9	23.7	314.6	400.2	113.9	514.1	835.7
PERSONS											
Under 1 year	220.6	177.3	24.7	422.7	66.9	47.4	180.4	294.8	96.1	390.9	813.5
Under 3 months	88.9	122.6	12.0	223.5	24.7	42.5	56.9	124.1	33.6	157.7	381.1
3 and under 6 months	56.1	29.8	4.6	90.5	18.2	*3.0	47.3	68.6	24.2	92.8	183.3
6 and under 12 months	75.7	24.8	8.2	108.7	24.1	*1.9	76.2	102.1	38.3	140.4	249.1
1 and under 2 years	97.4	11.6	4.6	113.6	21.0	*2.4	98.7	122.1	58.4	180.5	294.1
2 and under 3 years	64.8	6.6	8.0	79.4	18.0	*0.1	72.7	90.8	46.5	137.2	216.6
3 and under 5 years	63.7	4.8	4.9	73.4	9.0	*0.1	83.8	92.9	43.4	136.4	209.7
5 and under 10 years	42.7	4.0	5.3	52.0	6.1	*0.4	60.7	67.1	28.8	95.9	148.0
10 years and over	58.2	*2.5	8.7	69.4	4.3	*0.0	59.8	64.1	16.8	80.9	150.3
10 and under 20 years	35.2	*2.0	5.7	43.0	*3.4	*0.0	38.5	41.9	14.2	56.1	99.1
20 years and over	23.0	*0.5	*2.9	26.4	*0.9	*0.0	21.3	22.2	*2.5	24.8	51.2
Total	547.5	206.9	56.2	810.5	125.3	50.4	556.1	731.8	289.9	1,021.7	1,832.3

Source: Labour Mobility, Australia (6209.0).

### Multiple Jobholders

In July 1991, there were 331,600 persons aged 15 and over who were multiple jobholders. The proportion of employed persons who held a second job was 4.3 per cent July 1991. This ratio was 2.8 per cent in 1983.

Of the 331,600 multiple jobholders in July 1991, 51 per cent were female. About 66 per cent of multiple jobholders were married. Close to half (47%) of married multiple jobholders were either self-employed or employers in one of their jobs while 75 per cent of not-married multiple jobholders were employees in both jobs.

Over the last decade the number of persons who were employed in the Recreation, personal and other services industry in their second job as a proportion of persons employed in that industry (whether in their main or second job) has increased by 4 percentage points.

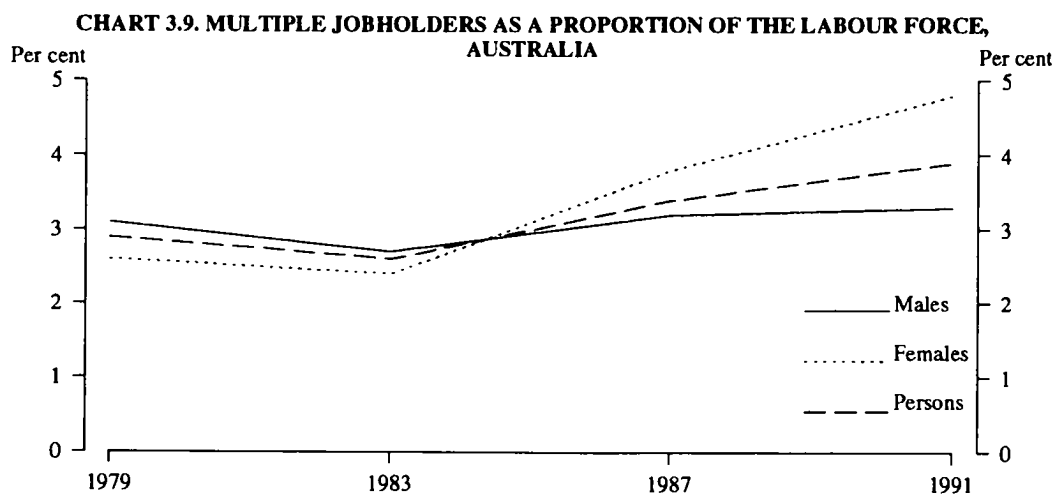
The 25-34 and 35-44 age groups had the highest proportion of multiple jobholders. Some 28 per cent of female multiple jobholders were in the 25-34 age group with 34 per cent in the 35-44 age group. These age groups accounted for 31 per cent and 29 per cent of male multiple jobholders respectively.

A greater proportion of female than male multiple jobholders worked as Clerks in their main job (28% compared to 9%). This is true also of salespersons (females 22%, males 12%) and para-professionals (females 11%, and males 8%).

**TABLE 3.18. MULTIPLE JOBHOLDERS: INDUSTRY OF SECOND JOB AS A PROPORTION OF PERSONS EMPLOYED IN THAT INDUSTRY, AUSTRALIA, AUGUST 1979 TO AUGUST 1991**  
(per cent)

Industry	August 1979	August 1981	August 1983	August 1985	August 1987	July 1991
Agriculture, forestry, fishing and hunting	7.0	6.8	6.3	7.3	7.9	7.8
Manufacturing	0.8	0.6	0.9	0.9	1.3	1.5
Construction	1.6	1.3	1.4	1.6	2.0	2.0
Wholesale and retail trade	2.4	2.3	2.8	3.0	3.2	3.8
Transport and storage	2.2	2.3	1.6	1.5	2.0	2.2
Finance, property and business services	2.6	2.8	2.6	2.5	3.4	4.4
Community services	3.2	3.7	3.8	4.0	4.7	5.7
Recreation, personal and other services	13.4	8.3	8.9	11.1	12.0	12.5
Other	0.8	0.7	0.5	0.9	0.4	1.3
<b>Total</b>	<b>3.1</b>	<b>2.9</b>	<b>2.8</b>	<b>3.3</b>	<b>3.7</b>	<b>4.3</b>

Source: Multiple Jobholding, Australia (6216.0).



Source: Multiple Jobholding, Australia (6216.0).

**TABLE 3.19. MULTIPLE JOBHOLDERS: SELECTED CHARACTERISTICS, NUMBER OF MULTIPLE JOBHOLDERS, PROPORTION OF EMPLOYED PERSONS AND PROPORTION OF LABOUR FORCE, AUSTRALIA, JULY 1991**

	Number ('000)			Proportion of employed persons (per cent)			Proportion of labour force (per cent)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Marital status—</i>									
Married	109.0	110.0	219.1	3.7	5.6	4.4	3.4	5.2	4.2
Not-married	54.2	58.4	112.5	3.6	4.8	4.2	3.1	4.2	3.6
<i>Family status—</i>									
Member of a family	134.0	139.6	273.7	3.6	5.3	4.3	3.3	4.8	3.9
Husband or wife	106.4	107.0	213.4	3.7	5.6	4.5	3.5	5.3	4.2
With dependents present	74.8	74.8	149.5	4.2	6.8	5.2	3.9	6.3	4.8
Without dependents present	31.6	32.2	63.9	2.9	4.0	3.4	2.7	3.8	3.2
Sole parent	*1.8	7.0	8.8	*5.6	4.9	5.1	*4.8	4.2	4.3
Other family head	*0.9	*3.4	4.3	*2.1	*5.2	4.0	*1.9	*4.9	3.7
Full-time student aged 15-24	5.9	8.0	14.0	5.3	5.4	5.4	4.3	4.5	4.4
Other child of married couple or family head	17.5	13.3	30.8	3.0	3.7	3.2	2.5	3.1	2.7
Other relative of married couple or family head	*1.5	*0.9	*2.4	*3.2	*2.8	*3.0	*2.5	*2.2	*2.4
Not a member of a family	24.0	20.3	44.4	4.1	5.2	4.6	3.6	4.7	4.0
Living alone	9.3	8.0	17.3	3.4	4.7	3.9	3.0	4.3	3.5
Not living alone	14.8	12.3	27.1	4.7	5.6	5.1	4.1	5.0	4.5
Family status not determined	5.1	8.4	13.5	3.0	5.9	4.4	2.6	5.3	3.8
<i>Birthplace and period of arrival—</i>									
Born in Australia	130.2	134.4	264.6	4.0	5.5	4.6	3.6	5.1	4.2
Born outside Australia	33.0	34.0	67.0	2.8	4.5	3.5	2.5	4.0	3.1
Born in main English speaking countries	17.8	17.3	35.1	3.5	4.9	4.1	3.2	4.5	3.7
Born in other countries	15.2	16.7	31.9	2.3	4.1	3.0	2.0	3.6	2.6
Arrived before 1981	23.0	24.5	47.5	2.7	4.5	3.4	2.4	4.2	3.1
Arrived 1981 to survey date	10.0	9.5	19.5	3.2	4.4	3.7	2.6	3.7	3.0
<i>Age group (years)—</i>									
15-19	9.8	12.6	22.4	3.4	4.5	3.9	2.6	3.5	3.1
20-24	21.3	21.7	42.9	4.1	4.7	4.4	3.5	4.1	3.8
25-34	49.8	47.9	97.7	4.2	5.8	4.8	3.8	5.3	4.4
35-44	47.1	56.7	103.8	4.1	6.5	5.1	3.8	6.1	4.8
45-54	24.7	25.2	49.9	3.0	4.7	3.7	2.9	4.4	3.5
55 and over	10.5	4.3	14.9	2.2	2.3	2.2	2.0	2.2	2.1
<i>Occupation of main job—</i>									
Managers and administrators	19.3	9.2	28.5	3.1	4.4	3.4	..	..	..
Professionals	28.9	31.0	59.9	5.1	7.8	6.2	..	..	..
Para-professionals	12.9	18.7	31.6	5.2	8.4	6.7	..	..	..
Tradespersons	24.9	5.8	30.7	2.4	4.9	2.6	..	..	..
Clerks	15.2	46.6	61.8	4.8	4.6	4.7	..	..	..
Salespersons and personal service workers	20.0	36.7	56.7	5.1	5.0	5.1	..	..	..
Plant and machine operators, and drivers	12.6	*2.3	14.9	2.6	*2.5	2.6	..	..	..
Labourers and related workers	29.3	18.2	47.5	3.9	4.5	4.1	..	..	..
<i>Industry of main job—</i>									
Agriculture, forestry, fishing and hunting	13.5	5.8	19.3	4.6	5.1	4.7	..	..	..
Manufacturing	21.2	9.5	30.7	2.6	3.0	2.7	..	..	..
Construction	6.1	*1.9	8.0	1.3	*2.9	1.5	..	..	..
Wholesale and retail trade	26.4	27.2	53.7	3.0	3.8	3.4	..	..	..
Transport and storage	9.3	*2.3	11.6	2.8	*3.0	2.8	..	..	..
Finance, property and business services	19.7	21.5	41.1	4.2	5.0	4.6	..	..	..
Public administration and defence	9.4	5.1	14.5	4.6	3.6	4.2	..	..	..
Community services	31.7	71.5	103.2	6.6	7.7	7.3	..	..	..
Recreation, personal and other services	17.6	20.0	37.6	6.8	6.0	6.3	..	..	..
Other	8.3	3.6	11.9	3.2	6.3	3.8	..	..	..
<b>Total</b>	<b>163.2</b>	<b>168.4</b>	<b>331.6</b>	<b>3.7</b>	<b>5.3</b>	<b>4.3</b>	<b>3.3</b>	<b>4.8</b>	<b>3.9</b>

Source: Multiple Jobholding, Australia (6216.0).

## Career Experience

### *Changes in work*

Of Australia's 6.3 million wage and salary earners in February 1993, some 4.9 million had worked with their current employer for 1 year or more. Almost all (96%) of these employees reported some change in their work in the last 12 months. The most commonly reported changes in work were 'more responsibility' (42%) and 'new, different or extra duties' (39%). Another 32 per cent had 'used different computer based equipment or packages'.

Permanent full-time employees were the most likely to have reported changes in their work in the last 12 months (80% each of male and female permanent full-time employees).

Of the 4.6 million wage and salary employees (excluding owner-managers) who had worked with their current employer for 1 year or more, 7.6 per cent had been promoted in the last 12 months and 9.0 per cent had transferred to another position with their current employer within the last 12 months.

### *Length of time with current employer*

Of all employees, 60 per cent had been with their current employer for less than 5 years and 22 per cent had been with their current employer for less than one year. Of the 5.0 million employees holding permanent positions, some 55 per cent had been with their current employer for less than 5 years including 16 per cent for less than 1 year.

### *Length of time in current job*

Some 40 per cent of all employees had been in their current position for less than 2 years, including 27 per cent for less than 1 year. For male employees in permanent jobs 33 per cent had been in their current position for less than 2 years (including 21% for less than 1 year) and for females the corresponding estimates were 39 per cent and 25 per cent.

Most employees who had been with their employer for more than 10 years had been in their current position for 10 years or more (61% of males and 67% of females).

Casual employees comprise 20 per cent of all wage and salary earners and just over half of these employees (56%) had been with their current employer for less than 2 years including 44 per cent for less than 1 year.

### *Breaks from work*

An estimated 200,400 job-holders had had a break from work of 6 months or more while working with their current employer.

Of the 138,700 females who had had such a break from work, almost two-thirds gave childbirth/child care as the main reason for the most recent break from work. Some 34,600 females and 38,600 males gave other personal reasons as the main reason, of which the most common was 'travel, holiday' (15,300 females and 19,100 males).

For women who reported childbirth/child care as the main reason for the break from work, 58 per cent had been on unpaid leave throughout the break.

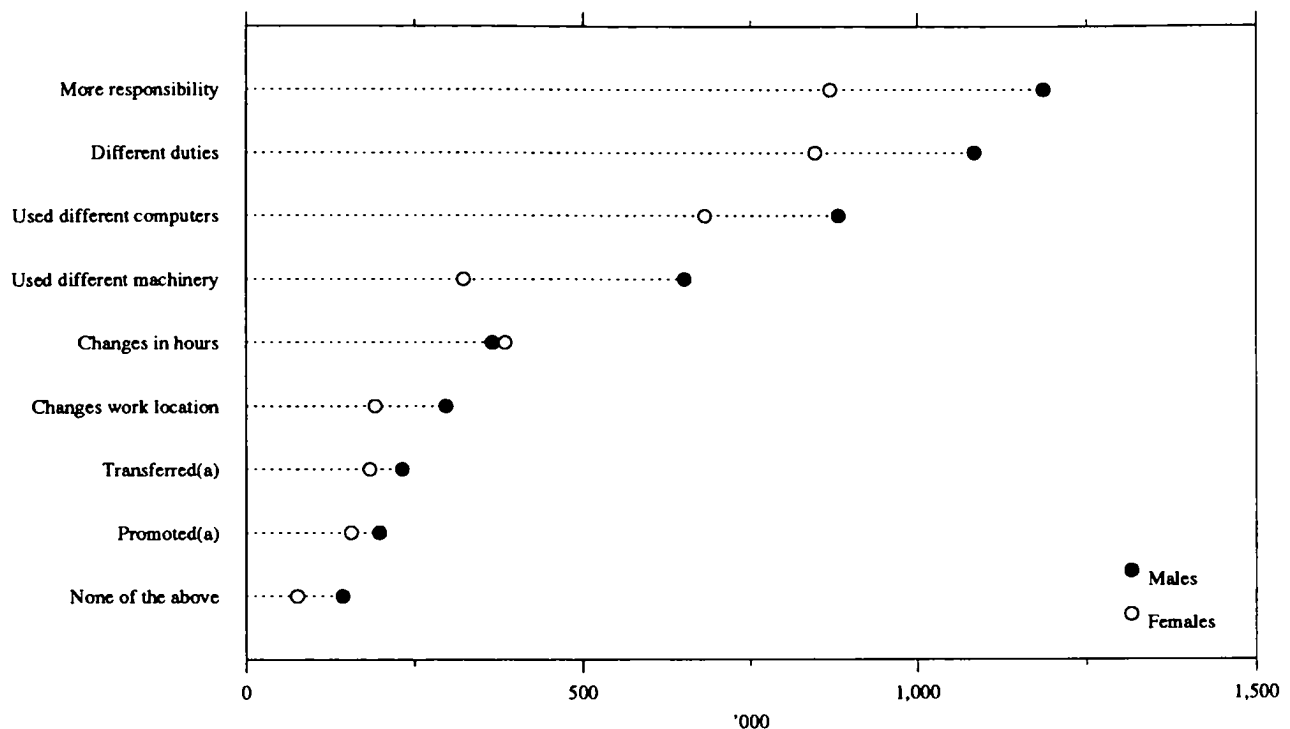
### *Performance appraisal*

Of the 4.6 million wage and salary employees (excluding owner-managers) who had worked with their current employer for 1 year or more, some 42 per cent reported that their work performance had been formally appraised in the last 12 months.

Female full-time employees were the most likely to have been formally appraised (49%), compared with 43 per cent of male full-time employees. The proportions were lower for part-time employees (31% of females and 27% of males).

Employees in the public sector were more likely to have been formally appraised (48%) than employees in the private sector (39%).

CHART 3.10. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: ALL CHANGES IN WORK BY SEX, AUSTRALIA, FEBRUARY 1993



(a) Excludes 307,000 owner-managers who were not asked whether they had been promoted or transferred.

Source: Career Experience, Australia (6254.0)

TABLE 3.20. EMPLOYEES: SELECTED CHARACTERISTICS AND WHETHER FULL-TIME/PART-TIME AND PERMANENT/CASUAL EMPLOYEE IN CURRENT POSITION, AUSTRALIA, FEBRUARY 1993 ('000)

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
<b>Length of time with current employer —</b>									
Less than 1 year	706.8	156.5	863.2	97.0	402.0	499.0	803.8	558.4	1,362.2
Less than 3 months	222.5	79.7	302.2	30.0	192.4	222.4	252.5	272.1	524.6
3 and under 6 months	185.4	37.4	222.8	26.3	94.3	120.6	211.7	131.7	343.4
6 and under 12 months	298.9	39.4	338.2	40.7	115.3	155.9	339.6	154.6	494.2
1 and under 2 years	411.8	40.4	452.2	53.1	117.3	170.3	464.8	157.7	622.5
2 and under 3 years	475.4	39.3	514.7	53.1	112.8	165.9	528.5	152.1	680.6
3 and under 5 years	856.4	45.0	901.3	99.4	136.8	236.1	955.7	181.7	1,137.5
5 and under 10 years	933.8	47.9	981.8	107.6	84.3	191.9	1,041.5	132.2	1,173.7
10 years or more	1,142.1	56.1	1,198.1	85.2	45.0	130.2	1,227.3	101.1	1,328.4
<b>Length of time in current position —</b>									
Less than 1 year	1,024.7	162.7	1,187.4	115.4	418.3	533.7	1,140.1	581.0	1,721.1
Less than 3 months	329.8	82.5	412.3	37.5	198.7	236.2	367.3	281.2	648.5
3 and under 6 months	256.5	38.8	295.3	31.6	99.8	131.4	288.1	138.5	426.6
6 and under 12 months	438.4	41.4	479.8	46.3	119.9	166.2	484.7	161.3	645.9
1 and under 2 years	580.4	39.7	620.1	60.8	120.3	181.0	641.2	160.0	801.1
2 and under 3 years	588.1	37.3	625.5	57.3	113.9	171.1	645.4	151.2	796.6
3 and under 5 years	881.4	44.6	926.0	100.1	124.7	224.8	981.5	169.4	1,150.8
5 and under 10 years	781.7	47.7	829.4	93.5	80.3	173.8	875.2	128.0	1,003.1
10 years or more	669.9	53.1	722.9	68.4	40.6	108.9	738.2	93.6	831.9
<b>Total</b>	<b>4,526.2</b>	<b>385.1</b>	<b>4,911.3</b>	<b>495.3</b>	<b>898.1</b>	<b>1,393.4</b>	<b>5,021.6</b>	<b>1,283.2</b>	<b>6,304.7</b>

Source: Career Experience, Australia (6254.0).

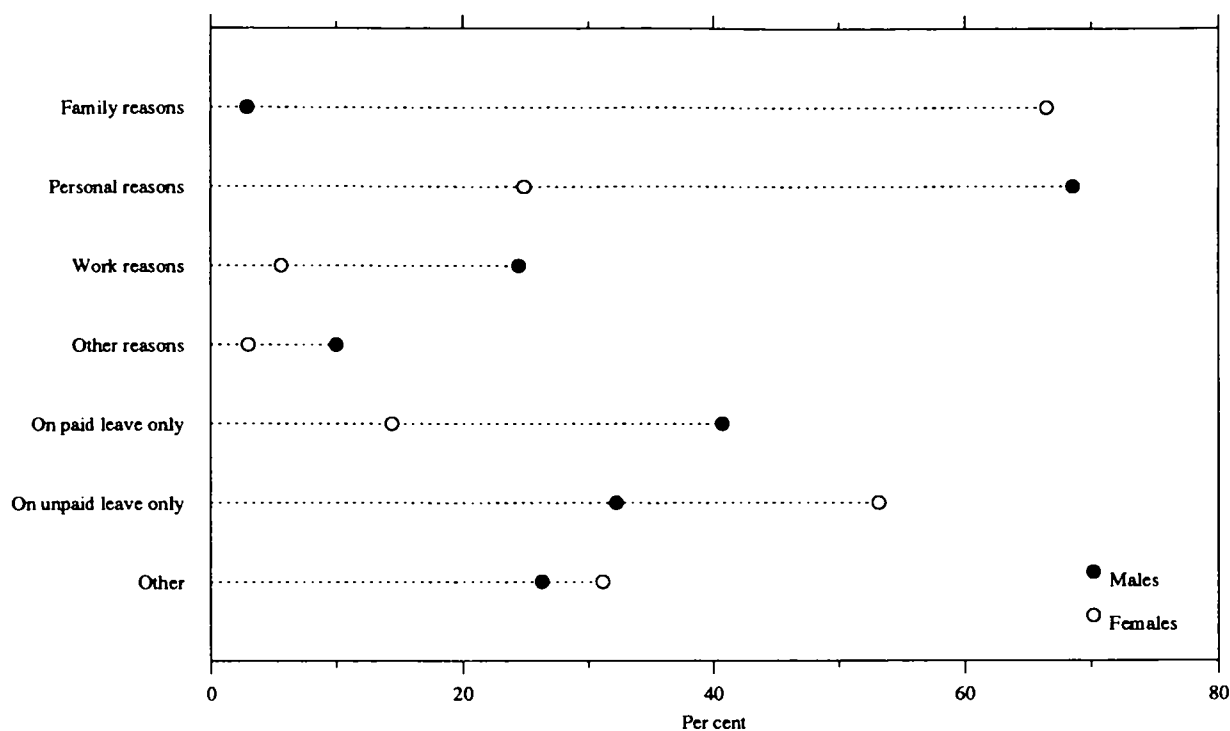
**TABLE 3.21. JOB-HOLDERS WHO HAVE HAD A BREAK FROM WORK OF SIX MONTHS OR MORE(a):  
DETAILS OF MOST RECENT BREAK FROM WORK, AUSTRALIA, FEBRUARY 1993  
(<sup>'000</sup>)**

	<i>On paid leave only</i>	<i>On unpaid leave only</i>	<i>Paid and unpaid leave or other arrangements</i>	<i>Total(b)</i>
<b>MALES</b>				
<i>Length of most recent break from work —</i>				
6 months and under 1 year	19.4	13.2	10.8	43.8
1 and under 2 years	* 3.1	5.2	3.6	11.9
2 and under 3 years	* 1.5	* 1.0	* 1.0	* 3.4
3 and under 5 years	* 0.9	* 0.4	* 0.9	* 2.2
5 years or more	* 0.2	* 0.1	* 0.0	* 0.4
<i>Main reason for most recent break from work —</i>				
Family reasons	* 0.3	* 1.0	* 0.5	* 1.8
Birth of child, care of child(ren)	* 0.0	* 0.8	* 0.2	* 0.9
Other family reasons	* 0.3	* 0.3	* 0.3	* 0.9
Personal reasons	14.0	15.5	8.8	38.6
Education, study or training	4.3	* 3.4	* 0.9	8.6
Travel, holiday	6.9	7.7	4.5	19.1
Other personal reasons	* 2.9	4.4	* 3.4	10.8
Work reasons	7.9	* 1.7	5.3	15.1
Other reasons	* 2.8	* 1.7	* 1.7	6.2
<i>Total</i>	<i>25.1</i>	<i>19.9</i>	<i>16.2</i>	<i>61.7</i>
<b>FEMALES</b>				
<i>Length of most recent break from work —</i>				
6 months and under 1 year	15.6	47.0	27.3	90.9
1 and under 2 years	* 2.8	16.4	11.3	30.8
2 and under 3 years	* 0.8	4.2	* 1.7	6.8
3 and under 5 years	* 0.6	* 2.9	* 1.1	4.6
5 years or more	* 0.2	* 3.2	* 1.8	5.6
<i>Main reason for most recent break from work —</i>				
Family reasons	9.6	53.3	28.1	92.2
Birth of child, care of child(ren)	9.1	52.6	27.4	90.1
Other family reasons	* 0.4	* 0.7	* 0.7	* 2.1
Personal reasons	6.7	17.0	10.4	34.6
Education, study or training	* 1.5	4.0	* 1.0	6.6
Travel, holiday	* 2.8	7.1	4.9	15.3
Other personal reasons	* 2.3	5.9	4.5	12.7
Work reasons	* 3.0	* 1.8	* 3.0	7.8
Other reasons	* 0.7	* 1.7	* 1.7	4.1
<i>Total</i>	<i>20.0</i>	<i>73.8</i>	<i>43.2</i>	<i>138.7</i>
<b>PERSONS</b>				
<i>Length of most recent break from work —</i>				
6 months and under 1 year	35.0	60.2	38.0	134.7
1 and under 2 years	5.9	21.7	14.9	42.7
2 and under 3 years	* 2.3	5.2	* 2.7	10.2
3 and under 5 years	* 1.5	* 3.3	* 2.0	6.8
5 years or more	* 0.4	* 3.4	* 1.8	6.0
<i>Main reason for most recent break from work —</i>				
Family reasons	9.9	54.3	28.6	94.1
Birth of child, care of child(ren)	9.1	53.4	27.5	91.0
Other family reasons	* 0.8	* 0.9	* 1.1	* 3.0
Personal reasons	20.7	32.5	19.2	73.2
Education, study or training	5.9	7.4	* 1.9	15.2
Travel, holiday	9.7	14.8	9.5	34.4
Other personal reasons	5.2	10.2	7.8	23.5
Work reasons	10.9	3.5	8.2	22.8
Other reasons	3.5	* 3.4	* 3.4	10.4
<i>Total</i>	<i>45.1</i>	<i>93.7</i>	<i>59.4</i>	<i>200.4</i>

(a) Excludes persons currently on a break from work. (b) Includes 2,000 persons who did not know their leave arrangements.

Source: Career Experience, Australia (6254.0).

**CHART 3.11. JOB-HOLDERS WHO HAVE HAD A BREAK FROM WORK OF SIX MONTHS OR MORE(a): MAIN REASON FOR MOST RECENT BREAK FROM WORK AND TYPE OF LEAVE BY SEX, AUSTRALIA, FEBRUARY 1993**



(a) Excludes persons currently on a break from work.

Source: Career Experience, Australia (6254 0).

**TABLE 3.22. EMPLOYEES(a): PROPORTION FORMALLY APPRAISED BY CURRENT EMPLOYER IN THE LAST TWELVE MONTHS AND DETAILS OF CURRENT POSITION, AUSTRALIA, FEBRUARY 1993 (per cent)**

	Full-time			Part-time			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>Occupation —</b>									
Managers and administrators	52.3	58.7	53.6	* 26.4	* 26.6	* 26.6	52.2	55.7	52.9
Professionals	54.7	55.3	54.9	41.4	36.1	36.9	54.2	51.1	52.8
Para-professionals	51.4	58.7	53.9	* 65.7	46.8	47.6	51.7	53.8	52.7
Tradespersons	36.0	41.7	36.4	* 19.6	23.6	22.1	35.7	36.4	35.7
Clerks	57.2	49.1	51.6	* 24.0	30.7	30.3	55.9	44.5	47.5
Salespersons and personal service workers	50.8	48.7	49.7	24.5	28.9	28.3	46.7	38.3	41.2
Plant and machine operators, and drivers	29.0	28.0	28.9	* 26.0	* 20.1	23.3	28.9	26.6	28.5
Labourers and related workers	28.9	29.2	29.0	24.1	24.9	24.7	28.3	26.9	27.8
<b>Sector —</b>									
Public	47.1	53.5	49.5	30.0	41.3	40.3	46.7	50.3	48.3
Private	41.0	45.7	42.6	26.0	27.2	27.0	40.0	38.6	39.4
<b>Size of location (employees) —</b>									
Less than 10	34.5	41.0	36.9	22.5	22.7	22.7	33.4	32.2	32.8
10 to 19	38.8	45.8	41.6	25.3	27.5	27.2	37.9	39.5	38.7
20 to 99	43.9	48.1	45.4	25.1	32.6	31.4	43.0	42.9	42.9
100 or more	47.4	54.6	49.8	34.9	40.6	39.8	47.1	50.9	48.6
Don't know	33.7	25.3	31.7	* 30.8	29.1	29.6	33.5	26.8	31.2
<b>Whether permanent or casual employee —</b>									
Permanent	43.4	49.3	45.5	37.7	39.7	39.6	43.3	47.3	44.9
Casual	27.0	26.7	26.9	22.7	22.2	22.3	24.5	22.6	23.2
<b>Total</b>	<b>42.9</b>	<b>48.6</b>	<b>44.9</b>	<b>26.5</b>	<b>30.7</b>	<b>30.1</b>	<b>42.1</b>	<b>42.4</b>	<b>42.2</b>

(a) Excluding owner-managers and those who have worked with their current employer for less than one year.

Source: Career Experience, Australia (6254 0).



## Working Arrangements

### *Flexibility of work start and finish times*

Some two-thirds of Australia's 6,323,400 employees in August 1993 had fixed times at which they start and finish work in their main job. Of these 4,156,300 persons, 833,000 had negotiated their start and finish times with their employer.

However, for 2,167,100 employees (34%) start and finish times were not fixed, and of these persons 1,324,300 (21%) had flexible working hours in that their start and finish times were variable on a daily basis.

Male full-time employees had the greatest degree of flexibility in their start and finish times, with 24 per cent able to vary their start and finish times on a daily basis. In comparison, this level of flexibility was available to 18 per cent of male part-time employees, 19 per cent of female full-time employees and 17 per cent of female part-time employees.

### *Accumulation of time credits*

One-third of both male and female employees were able to work extra hours in order to take time off at a future date, that is they were able to accumulate time credits.

The proportion of full-time employees, whether permanent or casual, who could accumulate time credits was 36 per cent. Full-time females recorded a higher proportion able to accumulate time credits (38%) than male full-time employees (35%).

Part-time employees had less access to time credit accumulation, with only 24 per cent able to work extra hours in order to take time off. For part-time employees, the proportion able to accumulate time credits was higher for permanent employees (30% of males and 36% of females) than for casual employees (16% of males and 20% of females).

### *Rostered days off (RDOs)*

Twenty eight per cent (1,741,300) of employees in main job had a rostered day off as part of their regular working arrangements in their main job.

The proportion was higher for full-time employees (35 % or 1,676,300) than for part-time employees, at only 4 per cent (65,000).

Of the 1,193,900 males entitled to an RDO, 97 per cent were full-time permanent employees and of the 547,500 females entitled to an RDO, 89 per cent were full-time permanent employees.

### *Overtime*

Overtime was worked on a regular basis by 2,030,500 employees, or 32 per cent of all employees.

Males accounted for two thirds of those working overtime, with 39 per cent of all male employees regularly working overtime, compared with 24 per cent of female employees.

Some 40 per cent of full-time permanent employees work overtime on a regular basis (43% of males and 34% of females) while a fairly high proportion of full-time casual employees worked overtime regularly also (31% of males and 23% of females). A far lower proportion of part-time employees worked overtime regularly (10%).

### *Shift work*

In the four weeks prior to the survey, 14 per cent of employees (876,400) worked shift work. Some characteristics of shift workers were:

- 513,900 were males and 362,500 were females.
- 602,200 (69%) were permanent full-time employees.
- 22% were aged 15 to 24, 31% were aged 25 to 44, 26% were aged 35 to 44 and 21% were aged 45 and over.

- the occupation groups para-professionals (191,200 or 22%) and labourers and related workers (183,900 or 21%) had the highest representation.
- the industry groups Community services (290,300 or 33%) and Manufacturing (170,800 or 19%) had the highest frequencies.

#### Absences

An estimated 1,094,900 employees (17%) had had at least one absence from their main job of at least 3 hours' duration in the two weeks prior to the survey.

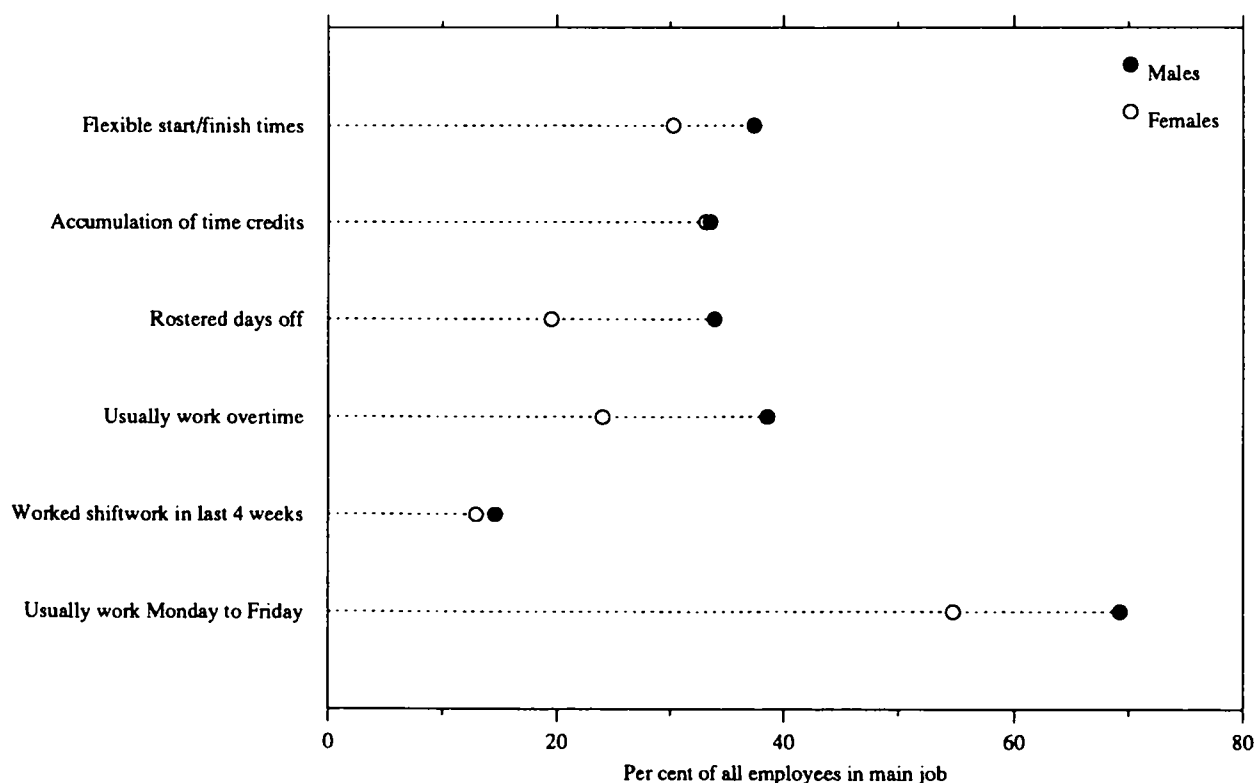
Full-time employees, both permanent and casual, had a higher rates of absences (19%) than permanent part-time employees (17%) and casual part-time employees (10%).

For full-time employees, females had higher rates of absences than males (18% of males and 21% of females). This was also the case for permanent part-time employees (14% of males and 17% of females), whereas for casual part-time employees the rate of absences was similar for males and females (11% of males and 10% of females).

Of those that had been absent from work at some time in the previous two weeks:

- Most absences had been taken using sick leave (51%) or holiday leave (25%)
- The most common reasons given for the most recent absence were 'own ill health, physical disability or pregnancy' (532,600 or 49%) and 'recreational purposes' (233,300 or 26%).
- 74% (814,600) persons were on paid leave for their most recent absence from work.

**CHART 3.12. PROPORTION OF EMPLOYEES PARTICIPATING IN SELECTED WORKING ARRANGEMENTS, AUSTRALIA, AUGUST 1993**



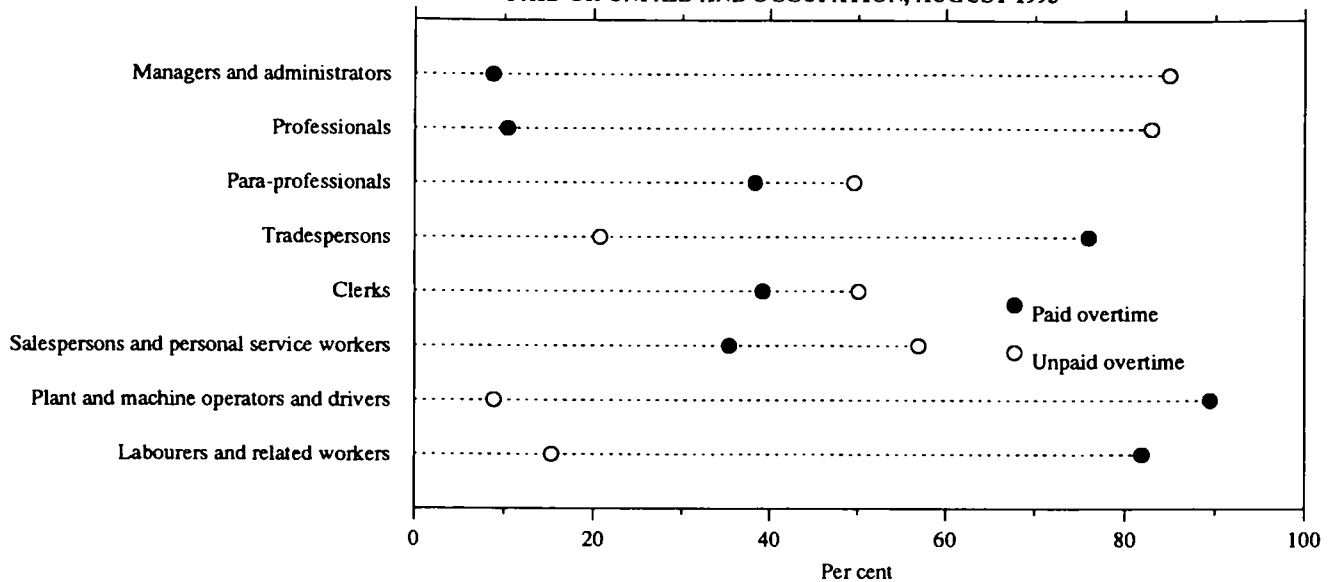
Source: *Working Arrangements, Australia* (6342.0).

TABLE 3.23. EMPLOYEES: WORKING ARRANGEMENTS AND WHETHER FULL-TIME OR PART-TIME,  
AND PERMANENT OR CASUAL EMPLOYEES IN MAIN JOB, AUSTRALIA, AUGUST 1993  
(<sup>'000</sup>)

	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME EMPLOYEE IN MAIN JOB									
Whether work start/finish times are fixed —									
Start and finish times are not fixed	1,013.5	403.5	1,417.1	152.5	56.5	208.9	1,166.0	460.0	1,626.0
Variable daily	650.8	269.6	920.4	103.1	31.3	134.5	753.9	301.0	1,054.9
Not variable daily	362.8	133.9	496.6	49.3	25.2	74.5	412.1	159.0	571.1
Start and finish times are fixed	1,869.5	1,098.9	2,968.4	127.7	68.0	195.7	1,997.2	1,166.9	3,164.1
Times were negotiated with employer	316.8	196.2	513.1	37.3	21.7	59.0	354.1	217.9	572.1
Times were not negotiated with employer	1,552.6	902.7	2,455.3	90.4	46.3	136.7	1,643.0	949.0	2,592.1
Whether entitled to a rostered day off —									
Entitled to a rostered day off	1,154.5	485.6	1,640.1	26.1	10.1	36.2	1,180.6	495.7	1,676.3
Not entitled to a rostered day off	1,728.6	1,016.8	2,745.3	254.0	114.4	368.4	1,982.6	1,131.2	3,113.8
Whether overtime is worked on a regular basis —									
Overtime worked on a regular basis	1,238.5	517.3	1,755.9	85.9	28.1	113.9	1,324.4	545.4	1,869.8
Overtime not worked on a regular basis	1,644.5	985.1	2,629.6	194.3	96.4	290.7	1,838.8	1,081.5	2,920.3
Whether worked shiftwork in the last four weeks —									
Worked shiftwork in the last four weeks	433.9	168.2	602.2	22.6	12.4	35.0	456.5	180.6	637.1
Did not work shiftwork in the last four weeks	2,449.1	1,334.2	3,783.3	257.6	112.1	369.7	2,706.6	1,446.3	4,153.0
Total	2,883.0	1,502.4	4,385.5	280.2	124.5	404.7	3,163.2	1,626.9	4,790.1
PART-TIME EMPLOYEE IN MAIN JOB									
Whether work start/finish times are fixed —									
Start and finish times are not fixed	18.9	102.9	121.8	132.6	286.8	419.3	151.5	389.7	541.1
Variable daily	10.3	65.0	75.3	54.7	139.5	194.1	65.0	204.5	269.5
Not variable daily	8.6	37.9	46.5	77.9	147.3	225.2	86.4	185.2	271.7
Start and finish times are fixed	38.9	342.2	381.1	165.3	445.8	611.0	204.2	788.0	992.2
Times were negotiated with employer	12.3	96.3	108.6	32.8	119.6	152.4	45.1	215.9	261.0
Times were not negotiated with employer	26.6	245.9	272.6	132.4	326.2	458.6	159.1	572.1	731.2
Whether entitled to a rostered day off —									
Entitled to a rostered day off	6.1	35.5	41.6	7.2	16.2	23.4	13.3	51.7	65.0
Not entitled to a rostered day off	51.7	409.6	461.3	290.7	716.4	1,007.0	342.4	1,125.9	1,468.3
Whether overtime is worked on a regular basis —									
Overtime worked on a regular basis	9.7	78.7	88.4	24.4	47.9	72.3	34.1	126.6	160.7
Overtime not worked on a regular basis	48.1	366.4	414.5	273.4	684.7	958.1	321.6	1,051.0	1,372.6
Whether worked shiftwork in the last four weeks —									
Worked shiftwork in the last four weeks	10.5	84.0	94.5	46.8	97.9	144.8	57.3	181.9	239.3
Did not work shiftwork in the last four weeks	47.3	361.1	408.4	251.0	634.6	885.6	298.3	995.7	1,294.0
Total	57.8	445.1	502.9	297.8	732.6	1,030.4	355.6	1,177.6	1,533.3
TOTAL									
Whether work start/finish times are fixed —									
Start and finish times are not fixed	1,032.4	506.4	1,538.9	285.0	343.2	628.3	1,317.5	849.7	2,167.1
Variable daily	661.1	334.6	995.7	157.8	170.8	328.6	818.9	505.4	1,324.3
Not variable daily	371.3	171.8	543.1	127.2	172.5	299.7	498.6	344.3	842.8
Start and finish times are fixed	1,908.4	1,441.1	3,349.5	292.9	513.8	806.8	2,201.4	1,954.9	4,156.3
Times were negotiated with employer	329.1	292.5	621.6	70.1	141.3	211.4	399.2	433.8	833.0
Times were not negotiated with employer	1,579.3	1,148.6	2,727.9	222.8	372.5	595.4	1,802.1	1,521.1	3,323.2
Whether entitled to a rostered day off —									
Entitled to a rostered day off	1,160.6	521.2	1,681.8	33.3	26.3	59.6	1,193.9	547.5	1,741.3
Not entitled to a rostered day off	1,780.3	1,426.4	3,206.6	544.7	830.8	1,375.5	2,324.9	2,257.1	4,582.1
Whether overtime is worked on a regular basis —									
Overtime worked on a regular basis	1,248.2	596.1	1,844.3	110.2	76.0	186.2	1,358.5	672.1	2,030.5
Overtime not worked on a regular basis	1,692.6	1,351.4	3,044.1	467.7	781.1	1,248.8	2,160.4	2,132.5	4,292.9
Whether worked shiftwork in the last four weeks —									
Worked shiftwork in the last four weeks	444.5	252.2	696.6	69.4	110.3	179.8	513.9	362.5	876.4
Did not work shiftwork in the last four weeks	2,496.4	1,695.3	4,191.7	508.6	746.7	1,255.3	3,004.9	2,442.1	5,447.0
Total	2,940.8	1,947.5	4,888.4	578.0	857.1	1,435.0	3,518.8	2,804.6	6,323.4

Source: Working Arrangements, Australia (6342.0).

CHART 3.13. PROPORTION OF EMPLOYEES WHO REGULARLY WORK OVERTIME: WHETHER MOST RECENT OVERTIME WAS PAID OR UNPAID AND OCCUPATION, AUGUST 1993



Source: Working Arrangements, Australia (6342.0).

TABLE 3.24. EMPLOYEES: WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE PREVIOUS TWO WEEKS AND DETAILS OF ABSENCE, AND WHETHER HAD CHILDREN AGED UNDER TWELVE YEARS, AUSTRALIA, AUGUST 1993 ('000)

	Had child(ren) aged under twelve years			Did not have child(ren) aged under twelve years			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>Main reason for most recent absence —</b>									
Had an absence in the previous two weeks	183.3	116.3	299.5	413.1	382.2	795.3	596.4	498.5	1,094.9
Personal reasons	139.7	82.0	221.7	348.6	335.4	684.0	488.3	417.4	905.7
Recreational purposes	32.2	9.5	41.7	98.2	93.4	191.6	130.4	102.9	233.3
Attending a medical or dental appointment	5.1	* 2.6	7.7	12.0	9.6	21.6	17.1	12.2	29.3
Own ill health, physical disability or pregnancy	81.7	61.3	143.1	195.3	194.2	389.5	277.1	255.5	532.6
Attending a funeral, death in family	6.6	* 3.3	9.9	11.4	12.6	24.0	18.0	15.9	33.9
Attending an educational institution study or exams	* 3.6	* 2.4	5.9	12.1	9.3	21.5	15.7	11.7	27.4
Other personal reasons	10.5	* 2.9	13.4	19.5	16.3	35.8	30.0	19.2	49.2
Family reasons	23.0	23.6	46.5	12.5	13.8	26.3	35.5	37.3	72.8
Caring for aged, ill or disabled person	5.8	* 2.1	7.9	* 4.6	* 4.4	9.0	10.4	6.5	16.9
Child-related reasons	9.5	17.7	27.2	* 1.8	* 3.8	5.6	11.4	21.5	32.8
Other family reasons	7.7	* 3.7	11.4	6.1	5.6	11.7	13.7	9.3	23.0
No particular reason	* 0.3	* 0.5	* 0.8	* 3.9	* 2.7	6.6	* 4.3	* 3.1	7.4
Work related reason	11.4	5.8	17.3	28.6	17.2	45.8	40.0	23.0	63.0
Other reason	8.9	* 4.4	13.2	19.4	13.2	32.7	28.3	17.6	45.9
Did not have an absence in the previous two weeks	834.1	554.3	1,388.4	2,088.4	1,751.7	3,840.1	2,922.5	2,306.1	5,228.5
<b>Type of leave taken for most recent absence —</b>									
Had an absence in the previous two weeks	183.3	116.3	299.5	413.1	382.2	795.3	596.4	498.5	1,094.9
Holiday leave	47.9	16.4	64.3	106.6	101.1	207.7	154.5	117.5	272.0
Study leave, examination leave	* 3.5	* 2.4	5.9	13.1	9.8	22.9	16.6	12.2	28.8
Sick leave	92.6	62.0	154.6	207.3	196.4	403.8	299.9	258.4	558.4
Long service leave	* 2.2	* 1.1	* 3.3	* 2.3	* 2.1	* 4.4	* 4.4	* 3.2	7.6
Bereavement leave	* 3.5	* 1.6	5.1	7.7	8.8	16.5	11.2	10.3	21.5
Maternity, paternity and parental leave	* 4.2	10.2	14.4	* 0.4	* 2.2	* 2.7	* 4.7	12.4	17.1
More than type of leave	* 0.3	* 0.5	* 0.8	* 2.0	* 2.4	* 4.4	* 2.3	* 2.8	5.2
Unapproved leave	5.5	* 3.3	8.7	13.4	15.0	28.5	18.9	18.3	37.2
Other leave	23.5	18.9	42.5	60.3	44.4	104.7	83.8	63.3	147.1
Did not have an absence in the previous two weeks	834.1	554.3	1,388.4	2,088.4	1,751.7	3,840.1	2,922.5	2,306.1	5,228.5
<b>Total</b>	<b>1,017.4</b>	<b>670.6</b>	<b>1,688.0</b>	<b>2,501.5</b>	<b>2,134.0</b>	<b>4,635.4</b>	<b>3,518.8</b>	<b>2,804.6</b>	<b>6,323.4</b>

Source: Working Arrangements, Australia (6342.0).

### Transition from Education to Work

In May 1993, there were 232,700 persons aged 15 to 64 who had left full-time education at some time in the previous year and who were currently employed. Of these, 160,000 (69%) were employed full time.

An estimated 48 per cent (111,700) of all employed leavers were working in the Wholesale and retail trade (62,200) or Community services (49,500) industries. School leavers accounted for 65 per cent (40,500) of the employed leavers joining the Wholesale and retail trade industry group while tertiary leavers were estimated to account for 88 per cent (43,400) of those leavers employed in Community services.

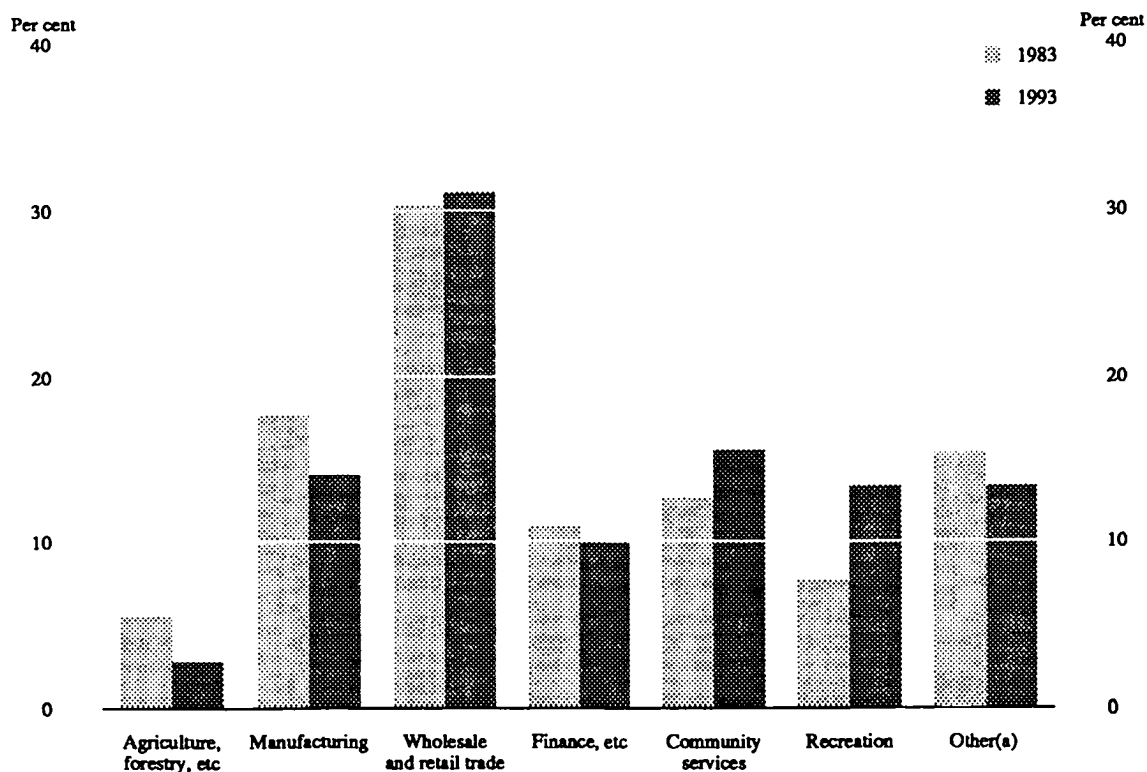
TABLE 3.25. EMPLOYED LEAVERS AGED 15 TO 64: TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL TIME IN 1992, INDUSTRY AND WHETHER FULL-TIME OR PART-TIME WORKERS, AUSTRALIA, MAY 1993 ('000)

	Attended school in 1992			Attended tertiary in 1992			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Industry</i>									
Agriculture, forestry, fishing and hunting	*3.8	*0.0	*3.8	*1.5	*1.1	*2.7	5.4	*1.1	6.5
Manufacturing	12.0	*1.7	13.8	12.8	4.7	17.6	24.8	6.5	31.3
Construction	7.0	*0.9	7.9	5.3	*1.4	6.7	12.3	*2.3	14.5
Wholesale and retail trade	21.6	18.9	40.5	9.2	12.5	21.6	30.8	31.4	62.2
Finance, property and business services	*2.4	4.6	7.0	6.0	9.5	15.5	8.4	14.1	22.5
Community services	*1.8	4.3	6.0	11.2	32.2	43.4	13.0	36.5	49.5
Recreation, personal and other services	*3.9	6.2	10.2	9.3	8.9	18.2	13.2	15.1	28.4
Other(a)	*3.5	*2.5	6.0	6.3	5.6	11.9	9.8	8.0	17.8
<i>Type of employment</i>									
Full-time workers	42.9	22.3	65.2	46.1	48.7	94.8	89.0	71.0	160.0
Part-time workers	13.2	16.7	30.0	15.5	27.3	42.8	28.7	44.0	72.7
<b>All employed leavers</b>	<b>56.1</b>	<b>39.1</b>	<b>95.2</b>	<b>61.6</b>	<b>75.9</b>	<b>137.5</b>	<b>117.7</b>	<b>115.0</b>	<b>232.7</b>

(a) Comprises Mining, Electricity, gas and water, Transport and storage, Communication and Public administration and defence.

Source: Transition from Education to Work, Australia (6227.0).

CHART 3.14. EMPLOYED LEAVERS AGED 15 TO 24 BY INDUSTRY, AUSTRALIA



(a) Comprises Mining; Electricity, gas and water; Construction; Transport and storage; Communication; and Public administration and defense

Source: Transition from Education to Work, Australia (6227.0).

TABLE 3.26. APPRENTICES : YEAR OF APPRENTICESHIP BY SUMMARY OF CHARACTERISTICS, AUSTRALIA, MAY 1993  
(<sup>'000</sup>)

	<i>First</i>	<i>Second</i>	<i>Third</i>	<i>Fourth(a)</i>	<i>Total</i>
<i>Sex —</i>					
Males	27.5	23.5	22.8	23.1	96.9
Females	* 2.9	5.6	* 2.4	* 3.4	14.3
<i>State —</i>					
New South Wales	9.0	10.9	10.9	7.7	38.5
Victoria	8.5	7.1	5.4	7.6	28.6
Queensland	5.3	5.7	3.7	4.5	19.2
South Australia	* 2.7	* 1.6	* 1.5	* 2.6	8.4
Western Australia	3.6	* 2.2	* 2.1	* 3.0	11.0
Tasmania	* 0.6	* 0.7	* 1.1	* 0.4	* 2.8
Northern Territory	* 0.5	* 0.1	* 0.2	* 0.1	* 0.9
Australian Capital Territory	* 0.2	* 0.8	* 0.3	* 0.5	* 1.8
<i>Age group (years) —</i>					
15-19	26.8	19.8	12.4	6.6	65.6
15-17	11.7	5.3	* 0.2	* 0.0	17.1
18	9.5	6.5	4.3	* 0.7	21.0
19	5.6	8.0	7.9	6.0	27.5
20-24	* 2.5	8.7	11.7	19.7	42.5
25-34	* 1.1	* 0.6	* 1.1	* 0.2	* 3.0
<i>Birthplace —</i>					
Born in Australia	28.2	26.6	24.7	25.2	104.6
Born outside Australia	* 2.2	* 2.5	* 0.5	* 1.3	6.6
<i>Whether attended an educational institution and type of institution attended in 1992 —</i>					
Attended	23.0	26.0	24.7	24.4	98.2
School	18.0	* 0.7	* 0.0	* 0.0	18.6
Tertiary	5.1	25.4	24.7	24.4	79.6
Did not attend	7.4	* 3.1	* 0.5	* 2.0	13.0
<i>Age at time of leaving full-time education —</i>					
Attending full-time in May	* 2.6	* 1.0	* 1.7	* 1.0	6.4
Not attending full-time in May	26.6	27.4	22.4	25.2	101.7
Left when aged —					
15-19	26.5	27.1	22.4	23.7	99.7
15	* 3.1	4.9	* 2.5	* 3.1	13.5
16	6.7	6.1	9.3	8.5	30.6
17-19	16.6	16.1	10.6	12.2	55.5
Other(b)	* 0.2	* 0.4	* 0.0	* 1.5	* 2.1
Not asked(c)	* 1.1	* 0.6	* 1.1	* 0.2	* 3.0
<i>Industry —</i>					
Manufacturing	8.9	6.2	5.1	5.8	26.1
Construction	6.3	6.8	6.0	4.3	23.4
Wholesale and retail trade	6.5	4.6	5.3	7.0	23.4
Recreation, personal and other services	4.1	6.2	* 2.8	5.0	18.1
Other(d)	4.5	5.3	5.9	4.3	20.1
<i>Sector —</i>					
Public	* 3.2	* 2.5	* 3.4	* 3.2	12.2
Private(e)	27.2	26.6	21.8	23.3	98.9
<i>Field of trade —</i>					
Metal fitting and machining; other metal	4.9	* 3.1	3.5	3.8	15.4
Electrical and electronics	* 2.3	* 3.4	* 3.1	* 3.3	12.1
Building	7.6	6.9	7.1	4.1	25.8
Vehicle	4.1	* 3.4	4.6	6.2	18.2
Food	4.6	4.9	* 2.4	* 3.3	15.2
Hairdressing	* 1.4	* 2.6	* 1.0	* 2.1	7.1
Other	5.4	4.9	3.5	3.6	17.4
<b>All apprentices</b>	<b>30.4</b>	<b>29.1</b>	<b>25.2</b>	<b>26.5</b>	<b>111.2</b>

(a) Includes a small number of fifth year apprentices. (b) Comprises persons who left school at age 10 to 14 or 20 to 24. (c) Persons aged 25 to 34 were not asked the age at which they left full-time education. (d) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Transport and storage; Communication; Finance, property and business services; Community services; and Public administration and defence. (e) Includes a small number of persons for whom sector could not be determined.

Source: *Transition from Education to Work, Australia* (6227.0).

### Educational Attainment

The number of employed persons aged 15 to 69 recorded a steady increase from 7,159,500 in February 1988 to 7,724,000 in February 1990 then decreased to 7,534,200 in 1993. Despite this fall, the number of employed persons with a post-school qualification continued to rise with an increase of 589,400 (18%) since February 1988 — those with a degree rising by 257,800 (35%). The number of employed persons without post-school qualifications increased by 221,300 (6.0%) between February 1988 and February 1990 and has since decreased by 449,000 (11.5%) to 3,462,000 in February 1993. Of these persons, the number who attended the highest level of secondary school available steadily increased by 221,900 (24%) between February 1988 and February 1993. The estimate for those who had not attended the highest level of secondary school available increased by 83,400 (3.0%) from February 1988 to February 1990 and then decreased by 529,900 (19%) to February 1993.

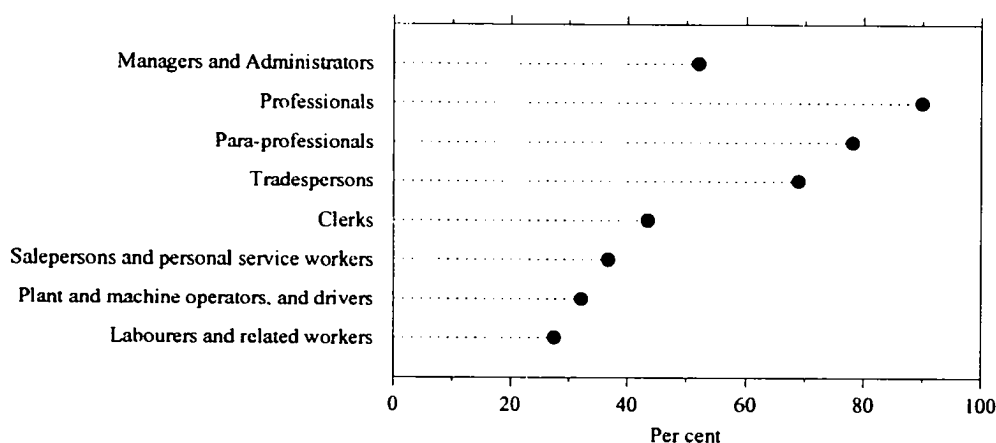
TABLE 3.27. EMPLOYED PERSONS AGED 15 TO 69 : EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1988 TO FEBRUARY 1993 ('000)

February	With post-school qualifications				Without post-school qualifications			
	Degree	Trade qualification	Certificate or diploma	Total(a)	Attended highest level of secondary school	Did not attend highest level of secondary school	Total(b)	Total(c)
MALES								
1988	489.9	1,145.5	516.6	2,159.0	543.7	r 1,545.4	2,095.4	4,304.1
1989	503.3	1,159.4	563.7	2,233.1	549.1	r 1,602.1	2,156.1	4,405.9
1990	535.4	1,168.5	578.0	2,311.5	595.2	r 1,572.7	2,175.2	4,549.2
1991	551.5	1,151.8	608.1	2,330.0	605.0	r 1,471.4	2,081.7	4,475.5
1992	577.3	1,148.2	593.9	2,338.4	607.3	r 1,378.4	1,992.5	4,395.0
1993	600.1	1,174.8	604.3	2,409.7	615.4	1,271.9	1,893.3	4,354.4
FEMALES								
1988	244.6	81.5	852.1	1,190.5	385.2	r 1,204.9	1,594.3	2,855.4
1989	267.1	88.8	927.3	1,292.9	428.7	r 1,219.0	1,652.2	3,027.9
1990	299.0	87.4	954.3	1,357.4	472.9	r 1,260.9	1,735.7	3,174.8
1991	323.4	90.3	995.9	1,422.2	489.8	r 1,184.1	1,677.2	3,176.2
1992	373.2	92.6	1,016.3	1,491.8	495.2	r 1,107.0	1,606.9	3,176.1
1993	392.2	94.9	1,024.8	1,529.2	535.4	1,031.8	1,568.7	3,179.8
ALL PERSONS								
1988	734.5	1,227.1	1,368.7	3,349.5	928.9	r 2,750.3	3,689.7	7,159.5
1989	770.4	1,248.3	1,491.1	3,526.0	977.8	r 2,821.1	3,808.2	7,478.8
1990	834.4	1,255.9	1,532.3	3,668.9	1,068.1	r 2,833.7	3,911.0	7,724.0
1991	875.0	1,242.2	1,604.1	3,752.2	1,094.8	r 2,661.6	3,758.9	7,651.8
1992	950.5	1,240.8	1,610.2	3,830.2	1,102.5	r 2,485.4	3,599.5	7,571.8
1993	992.3	1,269.7	1,629.1	3,938.9	1,150.8	2,303.8	3,462.0	7,534.2

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school. (c) Includes persons aged 15 to 20 still at school.

Source: Labour Force Status and Educational Attainment, Australia (6235.0).

CHART 3.15. PERCENTAGES OF PERSONS IN AN OCCUPATIONAL GROUP WITH POST-SCHOOL QUALIFICATIONS, AUSTRALIA, FEBRUARY 1993

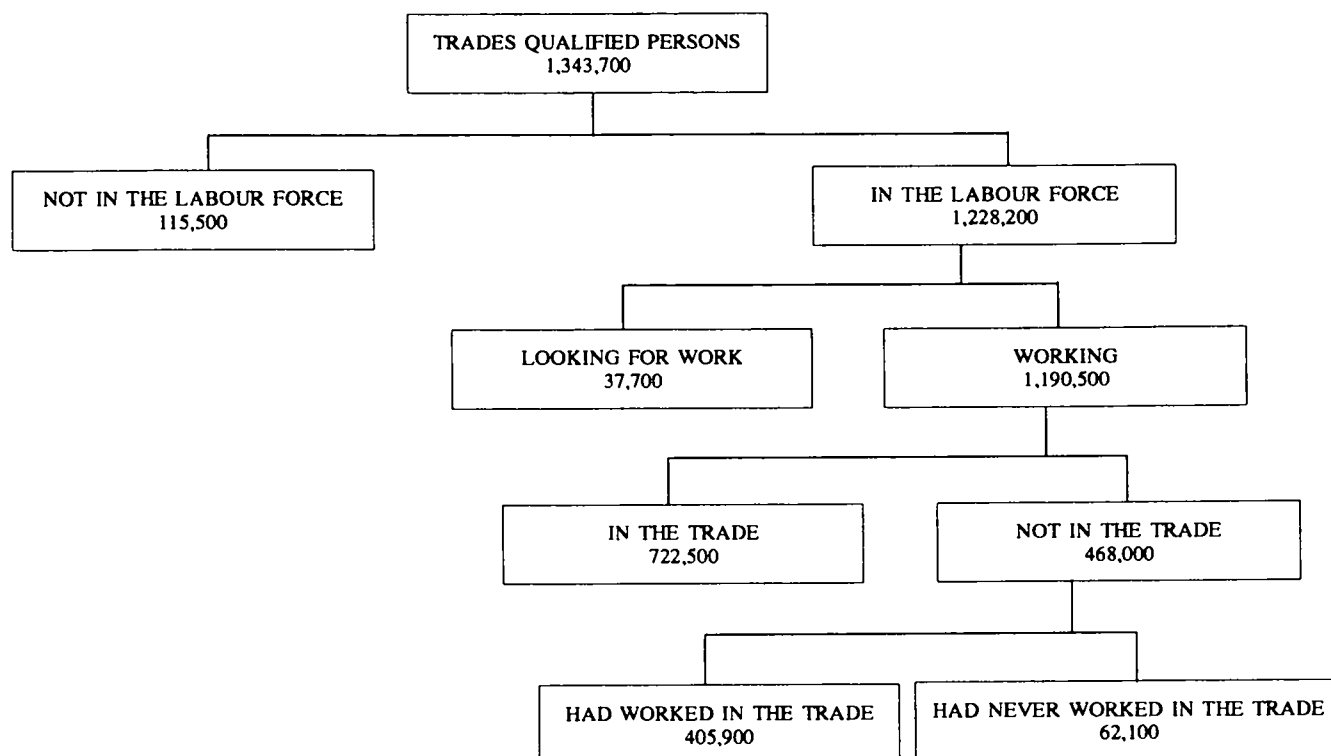


Source: Labour Force Status and Educational Attainment, Australia (6235.0).

### Career Paths of Persons With Trade Qualifications

At March to July 1989, there were an estimated 1,343,700 persons aged 15 to 64 in Australia who had qualified as a tradesperson at some time.

CHART 3.16. TRADES QUALIFIED PERSONS: EMPLOYMENT STATUS, AUSTRALIA, 1989



Source: *Career Paths of Persons with Trade Qualifications, Australia* (6243.0).

Of these people:

- 54 per cent were working in the trade of their qualification;
- 35 per cent were working outside the trade;
- 3 per cent were looking for work; and
- 9 per cent were not in the labour force.

An estimated 79 per cent (1,061,900) qualified in a trade by completing an apprenticeship in Australia. Of these persons, 39 per cent qualified before 1970 and about 30 per cent in each of the periods 1970-1979 and 1980-1989.

Some 80 per cent of trades qualified persons were born in Australia. Of those who were born overseas, about 50 per cent came from the main English speaking countries. An estimated 59 per cent of those born in main English speaking countries were working in the trade at the time of the survey compared with 53 per cent of the Australian born.

Of persons with trades qualifications, 91 per cent were males. Some 30 per cent of trades qualified persons were aged 25 to 34 years, and a further 25 per cent were between 35 and 44 years of age.

More qualified tradespersons had gained their qualification in Building (289,500) than any other field of trade.

An estimated 91 per cent of trades qualified males were working at the time of the survey compared with 69 per cent of females. Approximately 80 per cent of the 1,190,500 trades qualified persons who had a job were working in the private sector.



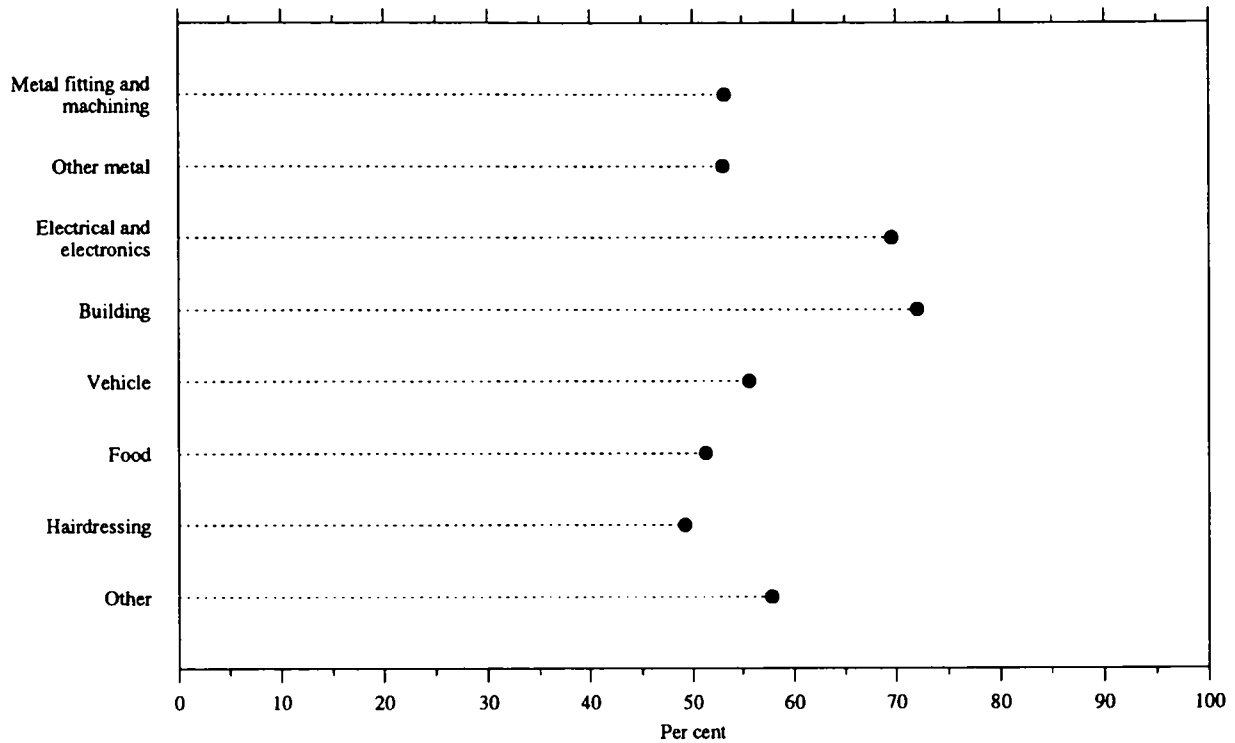
TABLE 3.28. TRADES QUALIFIED PERSONS: SUMMARY OF CHARACTERISTICS AND FIELD OF TRADE QUALIFICATION  
AUSTRALIA, 1989  
('000)

	Field of trade qualification								Total
	Metal fitting and machining	Other metal	Electrical and electronics	Building	Vehicle	Food	Hair- dressing	Other	
<i>Marital status —</i>									
Married	167.3	61.8	165.3	224.8	138.3	56.8	57.0	132.7	1,004.0
Not married	48.6	26.8	50.9	64.7	50.6	24.9	21.0	52.1	339.7
<i>Family status —</i>									
Member of a family	182.9	72.2	180.0	242.4	161.9	63.4	65.7	152.3	1,120.7
Husband or wife	163.9	60.0	161.0	216.5	136.1	55.8	55.4	130.1	979.0
With dependents present	98.4	36.5	91.0	125.7	85.4	32.6	36.2	75.6	581.4
Without dependents present	65.6	23.6	70.0	90.9	50.7	23.2	19.1	54.5	397.6
Other family member	18.9	12.1	19.0	25.9	25.7	*7.6	10.3	22.2	141.7
Not a member of a family	27.3	12.3	28.3	32.5	20.6	14.6	9.2	28.4	173.1
Family status not determined	*5.8	*4.1	*7.9	14.6	*6.4	*3.8	*3.1	*4.1	49.8
<i>Birthplace and period of arrival —</i>									
Born in Australia	155.9	69.8	167.9	233.0	148.9	68.3	65.3	151.0	1,060.1
Born outside Australia	60.0	18.8	48.3	56.5	40.0	13.5	12.6	33.7	283.6
Main English speaking countries	28.7	10.2	25.4	24.4	20.9	*6.6	*4.1	20.1	140.4
Other countries	31.3	8.6	22.9	32.1	19.1	*6.9	8.6	13.6	143.2
Arrived before 1960	17.4	*4.5	16.3	17.3	11.1	*3.0	*3.8	10.6	84.0
Arrived 1960-1969	21.9	*6.5	15.3	24.0	9.4	*4.6	*6.0	9.6	97.4
Arrived 1970-1979	11.6	*4.1	11.8	10.3	10.8	*2.8	*1.4	*7.0	59.8
Arrived 1980-1989	9.0	*3.7	*5.0	*4.9	8.7	*3.2	*1.4	*6.5	42.4
<i>Age (years) —</i>									
15-24	23.4	15.0	22.5	31.9	25.8	12.3	11.9	17.0	160.0
25-34	57.8	23.1	59.3	89.9	71.1	23.5	25.1	59.8	409.5
35-44	56.1	24.0	59.5	66.7	44.2	25.2	20.4	43.7	339.8
45-54	43.6	13.7	41.7	63.0	32.1	10.6	13.3	33.5	251.4
55-64	35.0	12.9	33.2	38.1	15.6	10.1	*7.2	30.8	183.0
<i>Employment status —</i>									
Working	195.4	80.0	197.7	262.6	174.0	71.9	56.1	152.9	1,190.5
In the trade	104.0	42.4	137.4	189.2	96.8	36.9	27.6	88.3	722.5
Not in the trade	91.4	37.6	60.3	73.4	77.2	35.0	28.5	64.6	468.0
Not working	20.5	8.7	18.5	26.9	14.9	9.9	21.8	31.9	153.2
Looking for work	*5.6	*3.0	*2.9	8.5	*6.0	*2.7	*1.5	*7.6	37.7
Not in the labour force	15.0	*5.7	15.6	18.5	8.9	*7.2	20.3	24.3	115.5
<i>Educational attainment —</i>									
With post-school qualifications(a)	214.2	86.0	214.7	284.8	186.0	80.7	77.4	181.2	1,324.9
Diploma, bachelor degree or higher	17.2	*4.7	17.2	8.3	*7.6	*3.0	*1.3	15.6	74.9
Trade qualification or apprenticeship	182.1	78.9	176.4	264.3	174.2	74.4	73.7	141.3	1,165.4
Post-secondary certificate	14.9	*2.4	19.3	11.2	*4.2	*3.3	*2.3	20.1	77.5
Without post-school qualifications	*1.7	*2.7	*1.5	*4.7	*2.9	*1.1	*0.6	*3.6	18.8
<i>State or Territory of usual residence —</i>									
New South Wales	75.5	27.0	84.0	96.3	60.9	27.3	23.2	61.9	456.0
Victoria	49.6	20.1	43.5	63.4	41.7	20.7	20.5	47.8	307.4
Queensland	35.0	17.8	40.7	61.0	36.0	14.3	13.3	27.4	245.5
South Australia	23.6	10.5	19.4	25.4	17.7	8.5	7.8	15.9	128.8
Western Australia	24.8	10.3	15.3	29.6	23.4	7.2	7.5	20.3	138.4
Tasmania	4.3	*2.0	6.1	8.3	6.6	*1.6	2.8	5.3	36.9
Northern Territory	*2.3	*0.5	*3.0	*3.0	*2.0	*1.6	*0.6	*1.8	14.8
Australian Capital Territory	*0.9	*0.5	4.1	*2.4	*0.6	*0.6	*2.2	4.4	15.8
<b>Total</b>	<b>215.9</b>	<b>88.6</b>	<b>216.2</b>	<b>289.5</b>	<b>188.9</b>	<b>81.8</b>	<b>77.9</b>	<b>184.8</b>	<b>1,343.7</b>
<b>Males</b>	<b>214.9</b>	<b>88.4</b>	<b>215.0</b>	<b>288.1</b>	<b>186.9</b>	<b>74.3</b>	<b>9.4</b>	<b>149.4</b>	<b>1,226.4</b>
<b>Females</b>	<b>*1.0</b>	<b>*0.3</b>	<b>*1.3</b>	<b>*1.4</b>	<b>*2.0</b>	<b>*7.5</b>	<b>68.5</b>	<b>35.4</b>	<b>117.3</b>

(a) Includes other post-school qualifications.

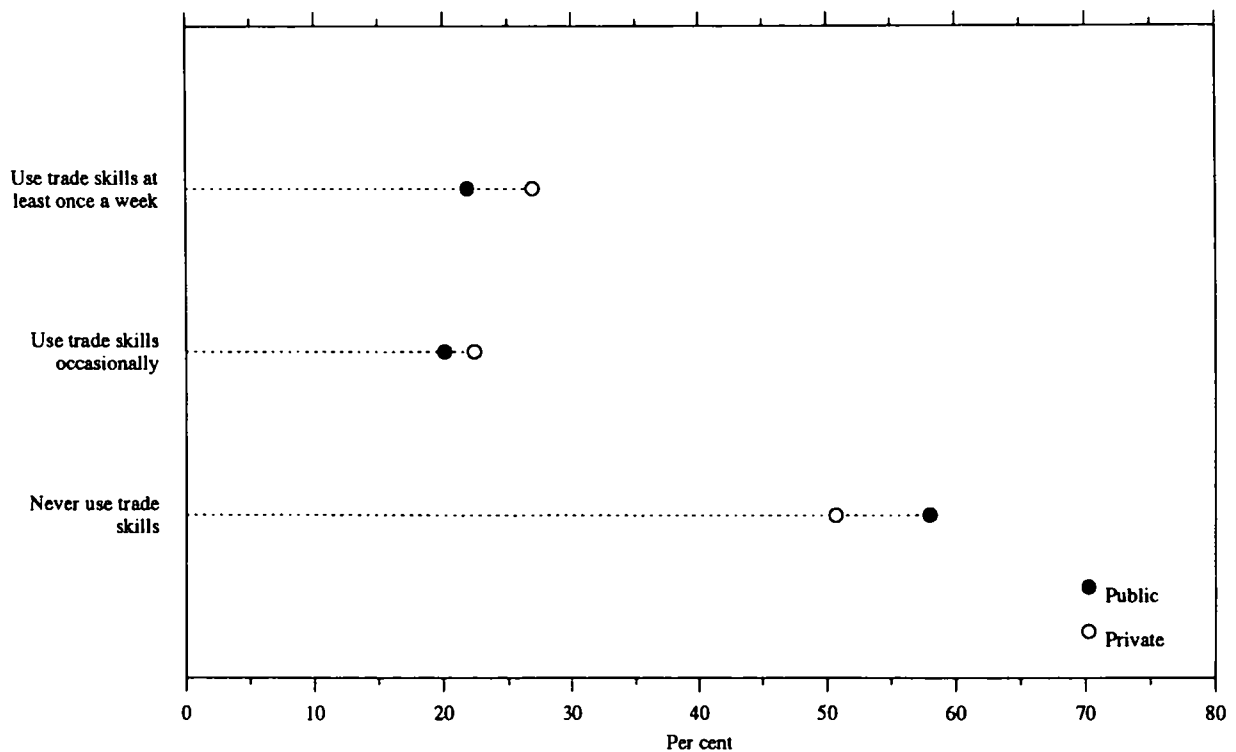
Source: Career Paths of Persons With Trade Qualifications, Australia (6243.0).

**CHART 3.17. TRADES QUALIFIED PERSONS WHO HAVE A JOB:  
PROPORTION WORKING IN THE TRADE AND FIELD OF TRADE  
QUALIFICATION, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, Australia (6243.0)*.

**CHART 3.18. TRADES QUALIFIED PERSONS WORKING OUTSIDE THE  
TRADE: REPORTED FREQUENCY OF USE OF TRADE SKILLS AND  
SECTOR, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, Australia (6243.0)*.

### Underemployed Workers

In May 1991 there were 7,738,900 employed persons aged 15 and over. Of these, 7,281,600 (94%) were fully employed and 457,400 (5.9%) were underemployed. The number of underemployed workers had increased by 75 per cent since May 1988.

Most of those underemployed workers (85%) were part-time workers who indicated that they would prefer to work more hours. The remaining 15 per cent were full-time workers who did not work full-time hours in the reference week due to economic reasons (short time, insufficient work and stood down for reasons other than bad weather/breakdown).

Female underemployed workers accounted for 59 per cent of the total underemployed. Some 96 per cent of female underemployed workers worked part-time, compared to 71 per cent of underemployed male workers.

Of all underemployed workers, 77 per cent were wage and salary earners and 63 per cent had been underemployed for 13 weeks or longer.

Of underemployed part-time workers, 38 per cent reported that they would have preferred to work 10 to 19 hours more per week, whereas 14 per cent would have preferred to work an extra 30 or more hours per week. Just under half (48%) expressed a preference to change occupation to work more hours. An estimated 130,800 (34%) underemployed part-time workers reported that they would prefer to change employer to work more hours rather than work more hours for their current employer. A further 184,700 (47%) preferred to work more hours for the same employer while the remaining 19 per cent had no preference.

Of all underemployed part-time workers, 353,700 persons (91%) had been looking for work with more hours or were available to start such work within four weeks. Of this group 23 per cent reported they would move interstate if offered a suitable job, some 20 per cent reported their main difficulty in finding work was that there were 'no vacancies at all' and 16 per cent stated that there were 'no vacancies in their line of work'.

TABLE 3.29. PERSONS AGED 15 AND OVER: LABOUR FORCE STATUS, WHETHER FULLY EMPLOYED OR UNDEREMPLOYED AND TYPE OF UNDEREMPLOYMENT, AUSTRALIA, MAY 1985, MAY 1988 AND MAY 1991

	May 1985		May 1988		May 1991		
	Males	Females	Males	Females	Males	Females	Persons
— '000 —							
Persons aged 15 and over	5,868.0	6,059.3	6,243.2	6,445.9	6,649.7	6,819.3	13,469.0
Not in the labour force	1,424.0	3,263.5	1,544.6	3,226.5	1,667.0	3,250.9	4,917.9
In the labour force	4,444.0	2,795.9	4,698.6	3,219.4	4,982.7	3,568.4	8,551.1
Unemployed	361.8	245.9	327.9	263.9	486.5	325.7	812.2
Employed	4,082.3	2,550.0	4,370.6	2,955.5	4,496.2	3,242.7	7,738.9
Fully employed	4,005.2	2,400.3	4,280.2	2,784.9	4,306.5	2,975.0	7,281.6
Part-time	197.4	808.5	239.1	996.5	286.3	1,100.7	1,387.0
Full-time	3,807.9	1,591.9	4,041.1	1,788.4	4,020.2	1,874.4	5,894.6
Underemployed	77.1	149.7	90.5	170.6	189.7	267.7	457.4
Part-time	58.5	141.1	72.7	163.6	134.3	256.2	390.4
Had been looking for work with more hours or were available to start such work within four weeks	..	..	63.6	143.8	123.2	230.4	353.7
Had been looking for work with more hours and were available to start such work within four weeks	31.0	59.8	46.5	83.6	89.0	125.2	214.2
Had been looking for work with more hours but were not available to start such work within four weeks	..	..	*1.5	*2.9	*2.0	5.0	7.0
Had not been looking for work with more hours but were available to start such work within four weeks	..	..	15.6	57.2	32.3	100.2	132.5
Had not been looking for work with more hours and were not available to start such work within four weeks	..	..	9.0	19.9	11.0	25.8	36.8
Full-time	18.5	8.6	17.8	7.0	55.5	11.5	66.9
— per cent —							
Unemployment rate	8.1	8.8	7.0	8.2	9.8	9.1	9.5
Underemployment rate	1.7	5.4	1.9	5.3	3.8	7.5	5.3
Underutilisation rate	9.9	14.1	8.9	13.5	13.6	16.6	14.8

Source: Underemployed Workers, Australia (6265.0).

**TABLE 3.30. EMPLOYED PERSONS: COMPARATIVE PROFILE OF UNDEREMPLOYED AND FULLY EMPLOYED, SELECTED CHARACTERISTICS, AUSTRALIA, MAY 1991**

	Underemployed workers				Fully employed workers			
	Males	Females — '000 —	Persons		Males	Females — '000 —	Persons	
				(per cent)				(per cent)
Age —								
15-19	33.9	43.3	77.2	16.9	271.8	254.4	526.2	7.2
20-24	29.8	32.6	62.3	13.6	463.9	398.0	861.9	11.8
25-34	45.3	63.2	108.4	23.7	1,133.1	794.7	1,927.8	26.5
35-44	34.7	81.0	115.7	25.3	1,140.0	815.8	1,955.8	26.9
45 and over	46.0	47.6	93.6	20.5	1,297.7	712.1	2,009.8	27.6
Family status —								
Member of a family	153.3	225.5	378.8	82.8	3,589.8	2,478.3	6,068.0	83.3
Husband or wife	87.5	140.7	228.3	49.9	2,812.2	1,783.4	4,595.7	63.1
With dependents present	54.3	98.0	152.3	33.3	1,738.0	1,014.0	2,752.0	37.8
Without dependents present	33.2	42.8	76.0	16.6	1,074.2	769.5	1,843.7	25.3
Sole parent	* 2.3	23.8	26.2	5.7	30.4	126.2	156.6	2.2
Other family head	* 2.0	5.1	7.0	1.5	37.9	61.4	99.3	1.4
Full-time student aged 15-24	16.4	15.3	31.7	6.9	104.2	131.7	236.0	3.2
Other child of married couple or family head	43.3	36.5	79.8	17.4	554.6	343.5	898.1	12.3
Other relative of married couple or family head	* 1.8	4.0	5.9	1.3	50.5	31.9	82.4	1.1
Not a member of a family	28.7	31.9	60.6	13.2	564.1	375.6	939.8	12.9
Living alone	11.9	14.4	26.3	5.8	255.2	163.4	418.6	5.7
Not living alone	16.7	17.5	34.2	7.5	308.9	212.2	521.1	7.2
Family status not determined	7.7	10.3	18.0	3.9	152.6	121.1	273.7	3.8
Birthplace and period of arrival —								
Born in Australia	138.6	208.5	347.0	75.9	3,142.1	2,254.3	5,396.4	74.1
Born outside Australia	51.1	59.2	110.3	24.1	1,164.4	720.8	1,885.2	25.9
Arrived before 1981	38.8	40.0	78.8	17.2	856.4	512.4	1,368.8	18.8
Arrived 1981 to survey date	12.4	19.2	31.5	6.9	307.9	208.4	516.4	7.1
Born in main English-speaking countries	20.0	25.8	45.9	10.0	511.9	338.7	850.6	11.7
Born in other countries	31.1	33.3	64.5	14.1	652.4	382.1	1,034.6	14.2
Industry —								
Agriculture, forestry, fishing and hunting	10.0	10.0	20.0	4.4	280.1	113.7	393.8	5.4
Manufacturing	18.3	15.9	34.2	7.5	788.7	299.2	1,087.9	14.9
Construction	42.8	6.2	49.0	10.7	430.8	61.7	492.4	6.8
Wholesale and retail trade	43.6	72.1	115.7	25.3	853.8	652.3	1,506.1	20.7
Transport and storage	13.0	4.1	17.1	3.7	314.1	76.0	390.1	5.4
Finance, property and business services	17.6	27.8	45.3	9.9	456.6	404.0	860.6	11.8
Community services	14.0	73.0	87.0	19.0	464.9	878.6	1,343.5	18.5
Recreation, personal and other services	27.2	52.1	79.3	17.3	241.2	292.1	533.3	7.3
Other	* 3.2	6.5	9.7	2.1	476.3	197.5	673.7	9.3
Occupation —								
Managers and administrators	5.5	6.2	11.6	2.5	641.3	207.5	848.9	11.7
Professionals	11.7	25.7	37.4	8.2	590.8	398.3	989.0	13.6
Para-Professionals	4.2	11.4	15.6	3.4	237.0	205.8	442.8	6.1
Tradespersons	47.3	7.5	54.8	12.0	989.1	112.3	1,101.4	15.1
Clerks	7.2	53.2	60.4	13.2	306.2	973.9	1,280.1	17.6
Salespersons and personal service workers	25.5	99.6	125.1	27.4	384.7	641.2	1,025.9	14.1
Plant and machine operators, and drivers	21.6	6.3	27.9	6.1	456.7	81.5	538.1	7.4
Labourers and related workers	66.7	57.7	124.4	27.2	700.7	354.7	1,055.3	14.5
Status of worker —								
Employers/self-employed/unpaid family helpers	65.0	40.2	105.1	23.0	723.4	360.7	1,084.0	14.9
Wage and salary earners	124.8	227.5	352.2	77.0	3,583.2	2,614.4	6,197.5	85.1
Duration of current period of underemployment (weeks) —								
1 and under 4	33.3	27.0	60.3	13.2	..	..	..	..
4 and under 13	50.6	59.1	109.8	24.0	..	..	..	..
13 and under 52	69.5	96.4	165.8	36.3	..	..	..	..
52 and over	36.3	85.1	121.4	26.6	..	..	..	..
Total	189.7	267.7	457.4	100.0	4,306.5	2,975.0	7,281.6	100.0

Source: *Underemployed Workers, Australia* (6265.0).

**TABLE 3.31. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: SUMMARY OF CHARACTERISTICS AND PREFERRED NUMBER OF EXTRA HOURS, AUSTRALIA, MAY 1991**

	Preferred number of extra hours				Total	Average preferred number of extra hours (hours)
	Less than 10	10-19	20-29	30 or more		
Males	25.0	38.2	32.4	27.6	123.2	19.4
Females	57.9	96.1	53.9	22.5	230.4	16.2
Age —			— '000 —			
15-19	25.8	17.0	15.4	10.7	68.9	15.9
20-24	8.5	20.8	14.8	9.5	53.6	18.8
25-34	16.1	35.4	19.5	12.2	83.3	17.7
35-44	19.0	36.5	21.9	8.1	85.4	16.8
45 and over	13.6	24.7	14.7	9.5	62.4	17.7
Family status —						
Member of a family	67.2	110.9	72.9	40.3	291.2	17.3
Husband or wife	33.8	70.3	41.0	17.3	162.4	17.0
With dependents present	24.8	49.5	26.3	10.3	111.0	16.4
Without dependents present	8.9	20.8	14.7	7.0	51.4	18.1
Sole parent	4.6	7.5	5.3	* 3.5	21.0	17.7
Other family head	* 1.0	* 2.9	* 1.1	* 0.8	5.8	17.3
Full-time student aged 15-24	19.0	4.6	* 1.8	* 1.4	26.8	9.1
Other child of married couple or family head	8.3	23.2	22.0	16.6	70.1	20.8
Other relative of married couple or family head	* 0.5	* 2.3	* 1.7	* 0.6	5.1	20.0
Not a member of a family	11.9	17.8	9.8	7.8	47.2	17.3
Living alone	5.0	8.4	* 3.5	* 3.5	20.5	17.5
Not living alone	6.9	9.4	6.3	4.3	26.7	17.1
Family status not determined	* 3.9	5.7	* 3.7	* 1.9	15.2	17.3
Birthplace and period of arrival —						
Born in Australia	68.4	103.6	65.1	39.1	276.2	17.0
Born outside Australia	14.5	30.8	21.2	10.9	77.5	18.1
Arrived before 1981	9.8	19.8	15.7	7.6	52.9	18.2
Arrived 1981 to survey date	4.8	10.9	5.5	* 3.3	24.6	17.5
Born in main English-speaking countries	6.8	14.1	9.2	5.2	35.4	18.1
Born in other countries	7.7	16.6	12.0	5.7	42.1	18.1
Usual number of hours worked —						
1-5	14.4	14.3	6.3	22.4	57.4	21.6
6-10	15.5	21.3	18.2	22.9	77.9	20.1
11-15	11.5	11.9	28.3	* 0.9	52.7	18.6
16-20	9.0	31.8	30.9	* 2.0	73.7	17.0
21-29	12.8	43.8	* 1.0	* 0.9	58.6	12.9
30 and over	19.7	11.3	* 1.6	* 0.9	33.5	9.5
Whether would move interstate —						
If offered a suitable job —						
Would move interstate	14.3	28.9	22.1	16.4	81.8	19.1
Would not move interstate	63.3	94.3	56.6	27.0	241.2	16.4
Might move interstate	5.3	11.2	7.7	6.6	30.7	19.5
Whether would move intrastate —						
If offered a suitable job —						
Would move intrastate	20.3	38.5	29.8	23.1	111.7	19.4
Would not move intrastate	56.1	78.7	45.2	21.7	201.8	16.0
Might move intrastate	6.5	17.2	11.3	5.2	40.1	17.9
Main difficulty in finding work —						
Considered too young or too old by employers	* 3.6	6.0	6.0	6.8	22.4	21.9
Unsuitable hours	* 3.7	5.8	* 1.7	* 0.6	11.8	14.0
Lacked necessary skills/education	* 3.0	4.9	4.6	* 3.8	16.2	19.9
Insufficient work experience	* 0.6	4.8	4.3	* 2.4	12.2	21.4
No vacancies in line of work	7.0	22.0	17.2	9.1	55.3	19.4
No vacancies at all	10.8	20.2	23.6	15.1	69.6	20.1
Other difficulties(a)	8.4	11.0	8.3	5.8	33.6	15.3
Had not been looking for work with more hours	45.9	59.6	20.6	6.4	132.5	13.4
Whether registered with the C.E.S. —						
Registered with the C.E.S.	8.4	30.7	35.3	31.3	105.7	22.7
Not registered with the C.E.S.	28.7	44.0	30.4	12.4	115.5	16.7
Had not been looking for work with more hours	45.9	59.6	20.6	6.4	132.5	13.4
Duration of current period of underemployment (weeks) —						
1 and under 4	9.3	8.8	5.5	4.7	28.4	16.3
4 and under 13	20.2	33.0	19.5	10.6	83.3	16.8
13 and under 52	32.5	47.9	36.1	22.2	138.8	17.8
52 and over	20.8	44.6	25.2	12.5	103.2	17.2
<b>Total</b>	<b>82.9</b>	<b>134.4</b>	<b>86.3</b>	<b>50.0</b>	<b>353.7</b>	<b>17.3</b>
Average duration of underemployment	39.4	48.1	53.7	43.2	46.8	..
Median duration of underemployment	19.4	24.3	21.9	21.4	21.1	..

(a) Includes 'no difficulties at all'.

Source: Underemployed Workers, Australia (6265.0).

TABLE 3.32. UNDEREMPLOYED PART-TIME WORKERS: SUMMARY OF CHARACTERISTICS, WHETHER HAD BEEN LOOKING FOR WORK WITH MORE HOURS AND WHETHER AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS, AUSTRALIA, MAY 1991 ('000)

	Whether had been looking for work with more hours and whether available to start such work within four weeks					
	Looking or available				Not looking and not available	Total
	Looking and available	Looking but not available	Not looking but available	Total		
			— '000 —			
Males	89.0	* 2.0	32.3	123.2	11.0	134.3
Females	125.2	5.0	100.2	230.4	25.8	256.2
Age —						
15-19	42.2	* 1.1	25.7	68.9	6.1	75.0
20-24	36.9	* 1.4	15.3	53.6	* 3.3	56.9
25-34	53.4	* 1.7	28.2	83.3	7.9	91.1
35-44	48.7	* 1.9	34.8	85.4	10.0	95.4
45 and over	33.0	* 0.8	28.6	62.4	9.5	71.9
Family status —						
Member of a family	174.5	5.2	111.6	291.2	30.5	321.7
Husband or wife	95.6	* 2.7	64.1	162.4	19.0	181.4
With dependents present	65.2	* 1.7	44.0	111.0	11.5	122.5
Without dependents present	30.4	* 1.0	20.0	51.4	7.6	59.0
Sole parent	10.5	* 0.1	10.4	21.0	* 3.6	24.6
Other family head	* 3.5	* 0.1	* 2.2	5.8	* 0.8	6.5
Full-time student aged 15-24	11.2	* 0.7	15.0	26.8	4.9	31.7
Other child of married couple or family head	49.9	* 1.2	19.0	70.1	* 2.2	72.3
Other relative of married couple or family head	* 3.9	* 0.3	* 0.9	5.1	* 0.0	5.1
Not a member of a family	30.2	* 1.3	15.7	47.2	5.1	52.4
Living alone	12.2	* 0.7	7.5	20.5	* 1.6	22.1
Not living alone	18.0	* 0.6	8.2	26.7	* 3.5	30.2
Family status not determined	9.5	* 0.5	5.2	15.2	* 1.2	16.4
Birthplace and period of arrival —						
Born in Australia	168.7	5.4	102.1	276.2	27.0	303.2
Born outside Australia	45.5	* 1.6	30.4	77.5	9.7	87.2
Arrived before 1981	30.1	* 1.1	21.7	52.9	7.0	59.9
Arrived 1981 to survey date	15.4	* 0.5	8.7	24.6	* 2.7	27.3
Born in main English-speaking countries	21.0	* 0.5	13.9	35.4	* 2.8	38.2
Born in other countries	24.5	* 1.1	16.5	42.1	6.9	49.0
Preferred number of extra hours —						
Less than 10	35.8	* 1.3	45.9	82.9	13.5	96.4
10-19	70.9	* 3.9	59.6	134.4	15.5	149.9
20-29	64.7	* 1.0	20.6	86.3	4.8	91.1
30 or more	42.7	* 0.9	6.4	50.0	* 3.0	53.0
Whether would prefer to change employer to work more hours —						
Would prefer to change employer	87.6	* 2.8	32.7	123.1	7.6	130.8
Would prefer not to change employer	79.3	* 2.0	79.2	160.4	24.3	184.7
No preference	47.2	* 2.3	20.6	70.1	4.9	74.9
Whether would prefer to change occupation to work more hours —						
Would prefer to change occupation	115.2	* 3.8	55.9	174.9	12.8	187.7
Would prefer not to change occupation	66.4	* 2.9	59.5	128.8	21.7	150.5
No preference	32.5	* 0.3	17.1	49.9	* 2.3	52.2
Duration of current period of underemployment (weeks) —						
1 and under 4	19.5	* 0.5	8.4	28.4	* 2.9	31.3
4 and under 13	52.8	* 2.3	28.1	83.3	9.1	92.4
13 and under 52	88.3	* 1.8	48.7	138.8	10.5	149.3
52 and over	53.6	* 2.4	47.2	103.2	14.3	117.5
Total	214.2	7.0	132.5	353.7	36.8	390.4
			— weeks —			
Average duration of underemployment	41.6	43.4	55.3	46.8	57.6	47.8
Median duration of underemployment	19.5	16.9	25.4	21.1	25.2	21.4

Source: Underemployed Workers, Australia (6265.0).

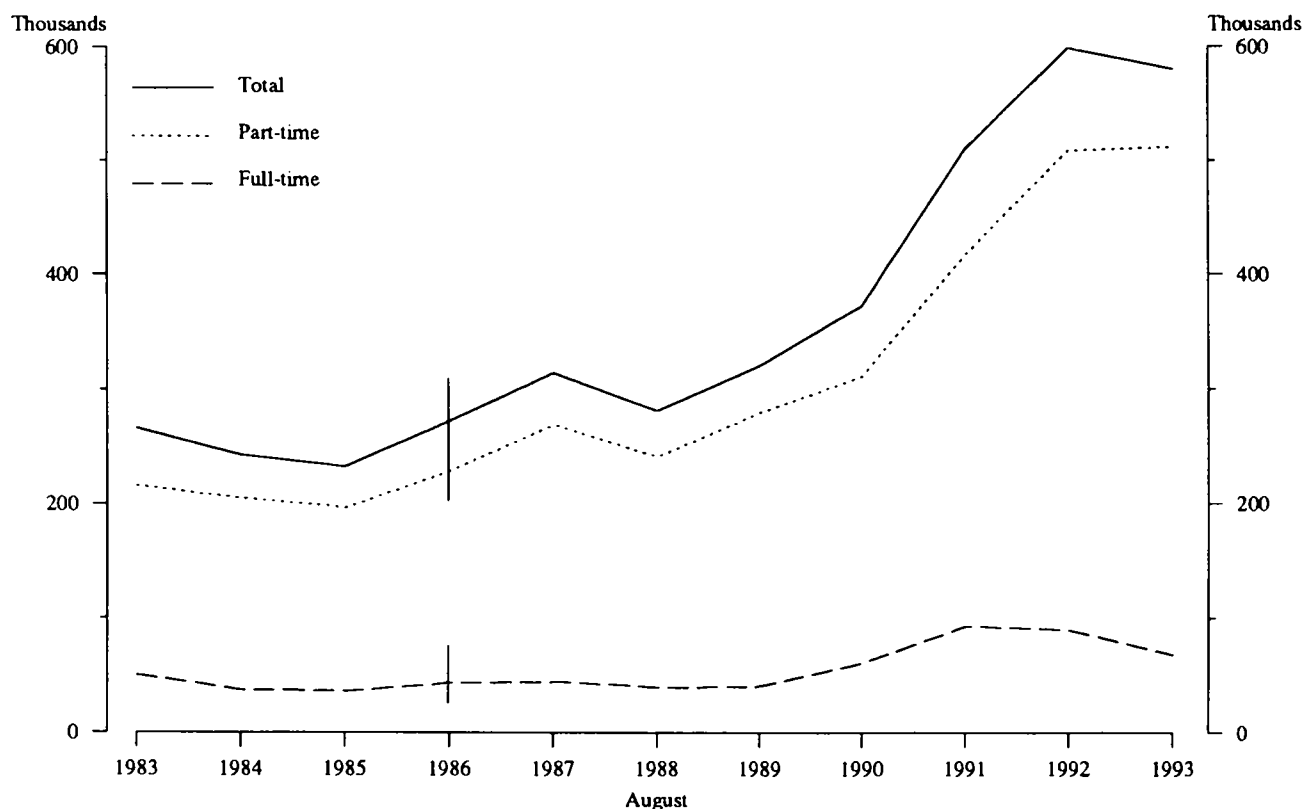
TABLE 3.33. EMPLOYED PERSONS WHO WANTED TO WORK MORE HOURS (a), AUSTRALIA, AUGUST 1983 TO AUGUST 1993

August	Males	Females	Persons	Per cent of labour force		
				Males	Females	Persons
				— '000 —		
				— per cent —		
1983	113.8	152.8	266.5	2.6	5.9	3.8
1984	98.5	144.3	242.8	2.2	5.4	3.4
1985	87.9	145.3	233.2	2.0	5.2	3.2
1986(a)	106.9	165.6	272.5	2.3	5.6	3.6
1987	123.6	190.5	314.0	2.7	6.2	4.1
1988	105.9	175.5	281.5	2.3	5.5	3.6
1989r	114.5	206.2	320.5	2.4	6.1	3.9
1990r	146.1	226.0	372.1	3.0	6.5	4.4
1991r	217.0	292.5	509.5	4.4	8.3	6.0
1992r	267.7	331.1	598.8	5.4	9.3	7.0
1993	250.4	330.0	580.4	5.1	9.2	6.8

(a) Includes full-time workers who worked less than 35 hours in the reference week for economic reasons and part-time workers who would prefer to work more hours.

(b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 3.19. EMPLOYED PERSONS WHO WANTED TO WORK MORE HOURS(a):  
FULL-TIME AND PART-TIME STATUS, AUSTRALIA

↑ Indicates a break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

(a) Comprises full-time workers who worked less than 35 hours in the reference week for economic reasons and part-time workers who would prefer to work more hours.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.34. FULL-TIME WORKERS WHO WORKED LESS THAN 35 HOURS: REASONS, AUSTRALIA,  
AUGUST 1983 TO AUGUST 1993  
(\*000)

Reasons for working less than 35 hours	August										
	1983	1984	1985	1986(a)	1987	1988	1989 r	1990 r	1991 r	1992 r	1993
MALES											
Leave, holiday or flexitime	284.1	267.4	349.7	335.6	336.3	288.8	273.5	271.9	332.1	294.1	289.8
Own illness or injury	152.7	145.2	175.2	142.9	145.5	166.4	152.1	137.5	125.6	116.3	126.6
Bad weather, plant breakdown, etc.	11.6	28.2	27.4	51.9	21.6	13.4	29.0	63.0	22.8	17.6	16.4
Began or left job in the survey week	11.0	8.4	9.1	10.9	9.3	9.8	9.8	11.2	6.6	4.8	7.0
Stood down, on short time, insufficient work	39.8	29.1	28.2	32.8	33.2	29.6	31.4	45.4	73.7	73.4	54.9
Shift work, standard work arrangements	58.5	60.6	70.2	79.2	74.6	85.2	75.2	70.1	71.4	66.7	64.5
Other reasons	18.3	19.2	20.9	18.8	22.9	23.0	28.0	20.7	18.0	15.4	24.5
<b>Total</b>	<b>576.1</b>	<b>558.2</b>	<b>680.7</b>	<b>672.2</b>	<b>643.4</b>	<b>616.3</b>	<b>599.0</b>	<b>619.8</b>	<b>650.2</b>	<b>588.1</b>	<b>583.6</b>
FEMALES											
Leave, holiday or flexitime	134.2	127.8	165.3	181.9	183.9	154.2	136.8	158.8	194.7	175.2	168.4
Own illness or injury	85.6	81.9	106.9	88.7	93.4	98.3	106.2	82.3	86.2	75.3	84.7
Bad weather, plant breakdown, etc.	*	*2.9	*1.7	10.0	*1.6	*2.3	*3.4	7.7	*2.0	*1.1	0.6
Began or left job in the survey week	3.6	4.8	4.3	6.4	4.1	6.3	6.6	4.0	4.5	*2.9	4.6
Stood down, on short time, insufficient work	10.2	8.4	8.3	10.6	11.5	10.3	9.3	15.6	19.2	16.4	13.2
Shift work, standard work arrangements	17.0	23.9	23.3	27.9	24.3	40.8	35.5	31.6	36.2	29.8	33.2
Other reasons	4.2	5.0	4.9	7.2	8.1	8.0	9.1	8.0	9.9	4.0	12.5
<b>Total</b>	<b>255.6</b>	<b>254.8</b>	<b>314.8</b>	<b>332.6</b>	<b>327.0</b>	<b>320.1</b>	<b>306.9</b>	<b>308.0</b>	<b>352.8</b>	<b>304.8</b>	<b>317.2</b>
PERSONS											
Leave, holiday or flexitime	418.3	395.2	514.9	517.5	520.2	443.1	410.4	430.8	526.8	469.3	458.2
Own illness or injury	238.3	227.2	282.2	231.6	239.0	264.7	258.3	219.8	211.8	191.6	211.3
Bad weather, plant breakdown, etc.	12.5	31.1	29.1	61.9	23.2	15.7	32.3	70.7	24.8	18.6	16.9
Began or left job in the survey week	14.6	13.3	13.4	17.3	13.5	16.1	16.3	15.2	11.1	7.6	11.6
Stood down, on short time, insufficient work	50.0	37.5	36.5	43.4	44.7	39.9	40.7	61.0	92.9	89.8	68.1
Shift work, standard work arrangements	75.5	84.5	93.5	107.1	98.8	126.0	110.7	101.6	107.6	96.5	97.7
Other reasons	22.5	24.2	25.9	26.0	31.1	31.0	37.1	28.7	28.0	19.4	37.1
<b>Total</b>	<b>831.8</b>	<b>813.0</b>	<b>995.5</b>	<b>1,004.8</b>	<b>970.4</b>	<b>936.4</b>	<b>905.9</b>	<b>927.8</b>	<b>1,003.0</b>	<b>892.9</b>	<b>900.8</b>

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

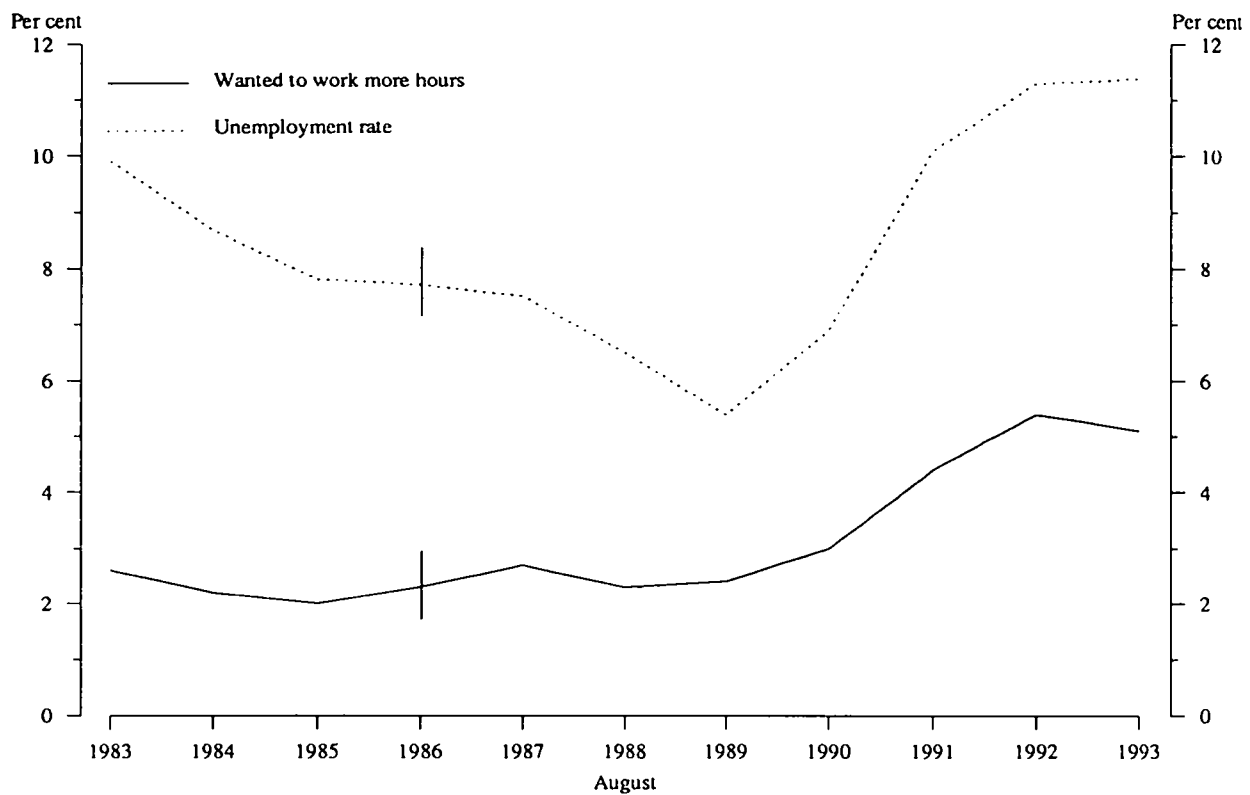
TABLE 3.35. PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS, BY AGE, AUSTRALIA, AUGUST 1993  
(\*000)

	Age group						
	15-19	20-24	25-34	35-44	45-54	55 and over	Total
MALES							
Total	123.6	71.6	71.9	58.5	47.2	76.5	449.3
Preferred not to work more hours	77.4	37.3	28.6	25.9	23.8	60.8	253.8
Preferred to work more hours	46.2	34.3	43.3	32.7	23.4	15.7	195.6
Had actively looked for full-time work in the four weeks to the end of the reference week	15.7	16.6	27.4	18.8	10.9	6.6	96.0
ALL FEMALES							
Total	168.8	129.1	303.2	397.6	264.9	107.6	1,371.1
Preferred not to work more hours	121.3	73.2	233.4	318.9	209.7	97.8	1,054.3
Preferred to work more hours	47.4	55.9	69.8	78.7	55.2	9.8	316.8
Had actively looked for full-time work in the four weeks to the end of the reference week	16.4	22.5	19.1	18.7	12.8	* 0.5	90.0
PERSONS							
Total	292.4	200.8	375.1	456.1	312.1	184.1	1,820.5
Preferred not to work more hours	198.7	110.5	262.0	344.8	233.5	158.6	1,308.1
Preferred to work more hours	93.6	90.2	113.1	111.3	78.7	25.5	512.4
Had actively looked for full-time work in the four weeks to the end of the reference week	32.1	39.1	46.5	37.5	23.7	7.1	186.0

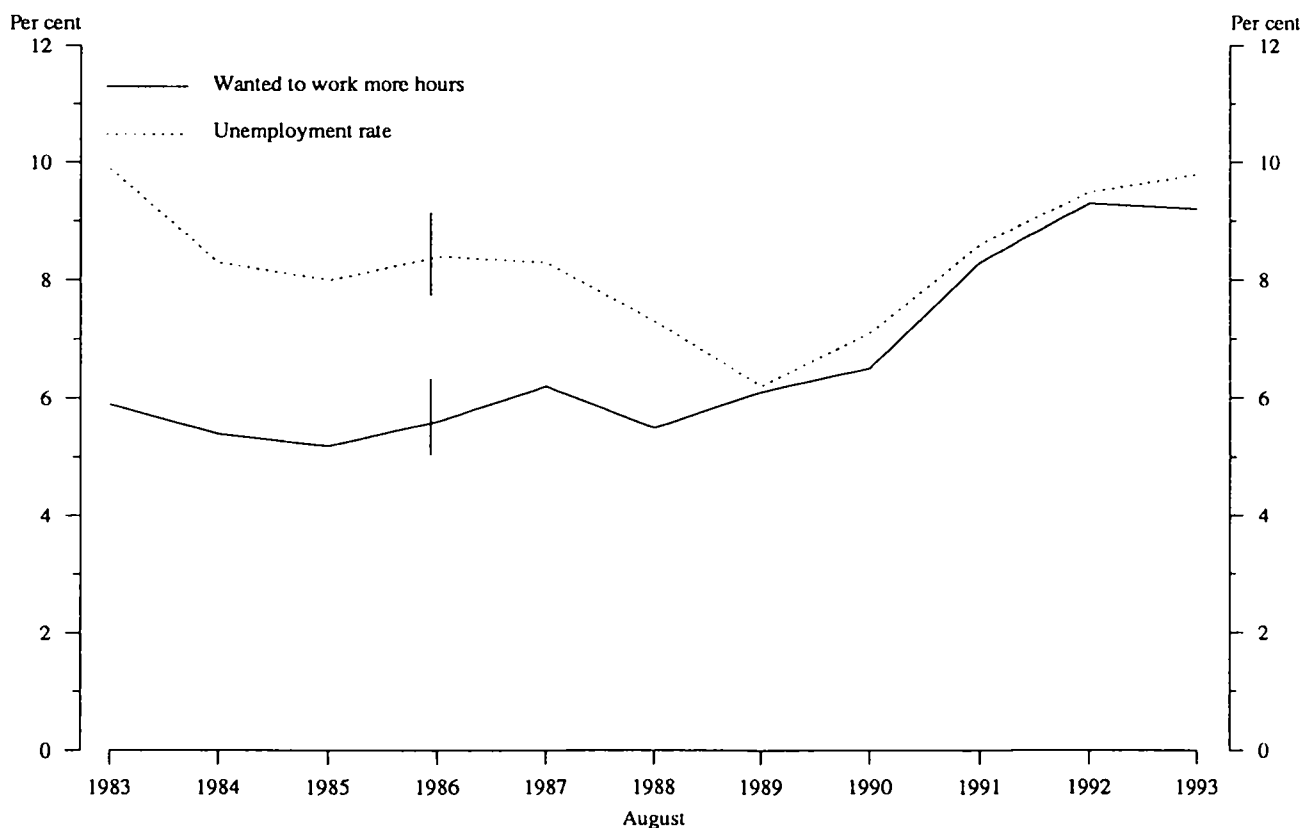
Source: *The Labour Force, Australia* (6203.0).



**CHART 3.20. EMPLOYED PERSONS WHO WANTED TO WORK MORE HOURS (a)  
AS A PROPORTION OF THE LABOUR FORCE AND UNEMPLOYMENT RATES, AUSTRALIA  
MALES**



### FEMALES



Indicates a break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

(a) Comprises full-time workers who worked less than 35 hours in the reference week for economic reasons and part-time workers who would prefer to work more hours.

Source: *The Labour Force, Australia* (6203.0).

### Superannuation, Australia, November 1993

In November 1993, 6,145,500 persons who were employed and 127,700 persons who were not employed were covered by superannuation, that is, belonged to a superannuation scheme to which contributions were being made.

Superannuation coverage was higher for employees (89%) compared with employers (55%) and self-employed persons (37%).

Between November 1988 and November 1993, superannuation coverage of employed persons increased by 29 percentage points. In November 1993, 80 per cent of employed persons were covered by superannuation. This was an increase from 71 per cent reported 2 years earlier, and 51 per cent in 1988.

Coverage for female full-time workers increased markedly between 1988 (47%) and 1993 (87%), to match that of male full-time workers (85% in 1993).

For part-time workers, the coverage rate for females jumped to 65 per cent in 1993 from 19 per cent in 1988. For males, the coverage rate increased from 20 per cent to 45 per cent over the same period.

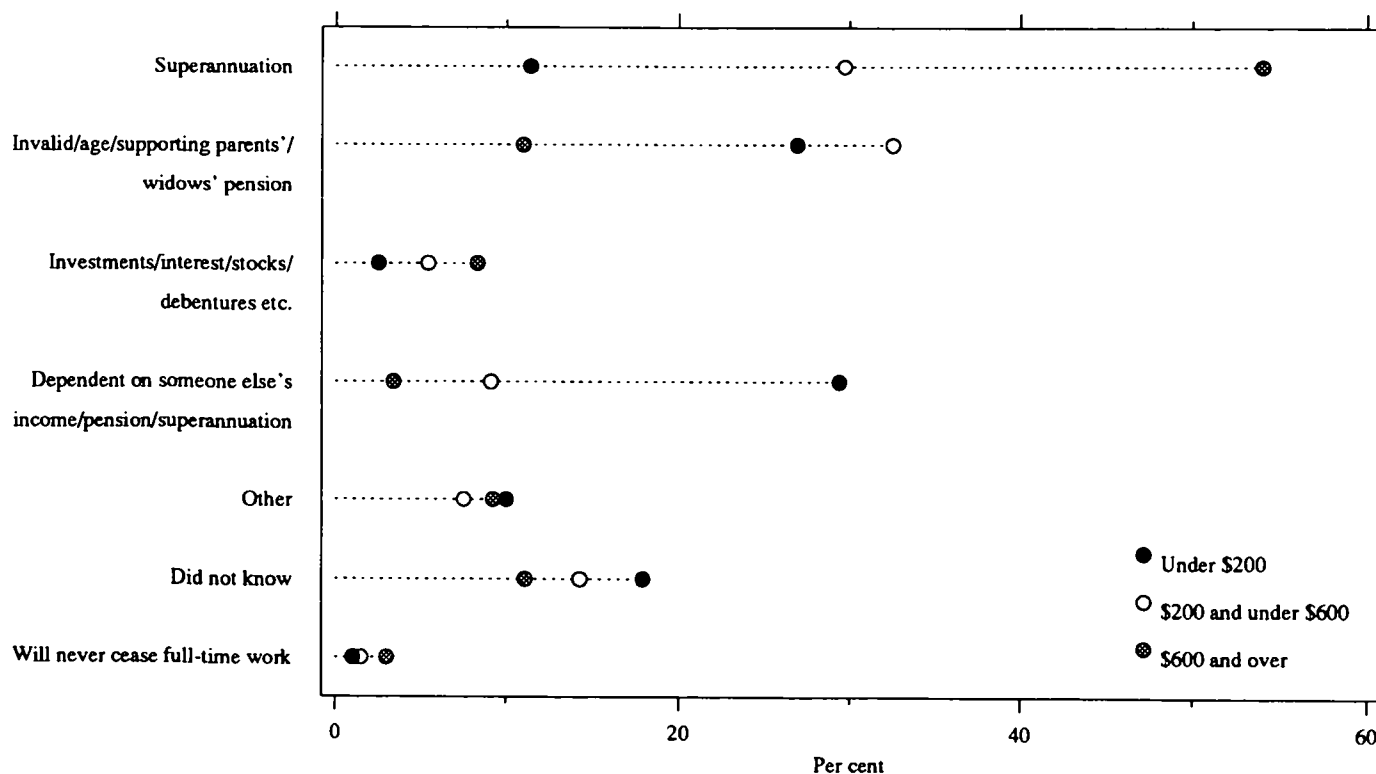
In November 1993, the level of superannuation coverage for employed males (82%) was marginally higher than that recorded for employed females (78%). (Although females have higher coverage rates in each of the full-time and part-time employment categories, males have a higher rate on average because of their greater proportion of full-time workers.)

Superannuation coverage was mostly over 80 per cent for employed persons aged 20 to 54 years (83% on average). For those aged 55 to 64 years it was 73 per cent and 63 per cent of employed persons aged 15 to 19 years were covered by superannuation.

Superannuation coverage amongst those employees who belonged to a trade union was 96 per cent, compared with 84 per cent for those who did not belong to a trade union.

The level of superannuation coverage tended to be higher as earnings increased. Of employees earning less than \$200 per week, 53 per cent were covered by a superannuation scheme. For those earning between \$200 and \$400 per week, the level of coverage was higher at 86 per cent and higher still for those earning more than \$400 per week where 96 per cent had superannuation coverage.

CHART 3.21. EMPLOYEES AGED 45 TO 74 WHO MADE PERSONAL CONTRIBUTIONS TO A SUPERANNUATION SCHEME: EXPECTED MAIN SOURCE OF INCOME AFTER CEASING FULL-TIME WORK BY USUAL GROSS WEEKLY PAY, AUSTRALIA, NOVEMBER 1993



Source: Superannuation, Australia (6319.0)

TABLE 3.36. PERSONS AGED 15 TO 74: SUMMARY OF CHARACTERISTICS AND WHETHER COVERED BY A SUPERANNUATION SCHEME, AUSTRALIA, NOVEMBER 1988, NOVEMBER 1991 AND NOVEMBER 1993 ('000)

	Covered			Not covered			Total		
	November 1988	November 1991	November 1993	November 1988	November 1991	November 1993	November 1988	November 1991	November 1993
<b>MALES</b>									
<i>Labour force status —</i>									
Employed	2,673.3	3,290.7	3,625.0	1,692.1	1,079.1	792.1	4,365.4	4,369.7	4,417.1
Full-time workers	2,626.4	3,186.0	3,457.0	1,509.6	823.6	590.3	4,136.1	4,009.7	4,047.4
Part-time workers	46.9	104.7	168.0	182.5	255.4	201.8	229.4	360.1	369.8
Unemployed	7.8	39.9	24.0	238.7	443.5	493.4	246.5	483.5	517.3
Looking for full-time work	7.8	38.8	22.0	229.3	425.2	471.8	237.1	464.0	493.8
Looking for part-time work	0.0	*1.2	*2.0	9.4	18.3	21.6	9.4	19.4	23.6
Not in the labour force	19.2	34.7	25.7	1,048.8	1,111.9	1,213.9	1,067.9	1,146.6	1,239.6
<i>Age group —</i>									
15-19	70.2	113.7	135.3	302.5	239.1	181.3	372.8	352.8	316.7
20-24	224.7	351.9	419.6	422.1	329.3	295.0	646.8	681.2	714.6
25-34	786.6	975.7	1,024.9	558.9	419.8	376.7	1,345.5	1,395.5	1,401.6
35-44	812.1	945.4	1,016.3	426.3	371.4	327.9	1,238.4	1,316.8	1,344.2
45-54	547.4	678.1	752.3	308.9	303.6	325.3	856.3	981.7	1,077.6
55-64	247.5	289.4	307.2	473.5	441.4	434.4	721.0	730.8	741.6
65-74	11.8	11.1	19.0	487.2	529.9	558.8	499.0	541.0	577.8
<b>Total</b>	<b>2,700.3</b>	<b>3,365.3</b>	<b>3,674.7</b>	<b>2,979.5</b>	<b>2,634.5</b>	<b>2,499.3</b>	<b>5,679.9</b>	<b>5,999.8</b>	<b>6,174.1</b>
<b>FEMALES</b>									
<i>Labour force status —</i>									
Employed	1,072.8	2,043.8	2,520.5	1,865.4	1,074.3	700.6	2,938.2	3,118.1	3,221.1
Full-time workers	865.4	1,439.3	1,662.6	983.1	431.0	247.8	1,848.5	1,870.3	1,910.4
Part-time workers	207.4	604.5	857.9	882.3	643.3	452.8	1,089.7	1,247.8	1,310.7
Unemployed	*4.3	12.6	12.8	195.0	278.5	340.1	199.3	291.1	352.9
Looking for part-time work	*2.3	7.8	8.5	139.4	220.4	263.0	141.7	228.3	272.5
Looking for part-time work	*2.0	4.7	*4.3	55.6	58.1	76.2	57.6	62.8	80.5
Not in the labour force	38.8	58.6	65.2	2,509.2	2,520.1	2,525.0	2,548.0	2,578.7	2,590.2
<i>Age group —</i>									
15-19	29.3	76.3	89.8	303.8	235.3	178.1	333.1	311.6	267.9
20-24	153.8	300.1	388.0	506.2	384.8	323.1	659.9	684.9	711.1
25-34	326.6	599.2	713.4	1,027.3	802.6	695.6	1,353.9	1,401.8	1,409.0
35-44	344.1	618.2	736.2	872.5	695.8	611.8	1,216.6	1,314.0	1,348.0
45-54	192.6	402.8	522.4	629.4	532.1	509.1	822.0	934.9	1,031.5
55-64	68.1	111.8	137.4	657.5	609.0	592.0	725.5	720.8	729.4
65-74	*1.4	6.5	11.3	573.0	631.3	656.0	574.4	619.8	667.4
<b>Total</b>	<b>1,115.9</b>	<b>2,114.9</b>	<b>2,598.5</b>	<b>4,569.6</b>	<b>3,872.9</b>	<b>3,565.8</b>	<b>5,685.5</b>	<b>5,987.9</b>	<b>6,164.2</b>
<b>PERSONS</b>									
<i>Labour force status —</i>									
Employed	3,746.1	5,334.5	6,145.5	3,557.5	2,153.4	1,492.7	7,303.6	7,487.9	7,638.2
Full-time workers	3,491.8	4,625.3	5,119.6	2,492.7	1,254.7	838.1	5,984.5	5,880.0	5,957.7
Part-time workers	254.3	709.2	1,025.9	1,064.8	898.7	654.6	1,319.1	1,607.9	1,680.5
Unemployed	12.1	52.5	36.8	433.7	722.0	833.5	445.8	774.5	870.3
Looking for full-time work	10.1	46.6	30.5	368.7	645.7	735.7	378.9	692.3	766.2
Looking for part-time work	*2.0	5.9	6.3	64.9	76.4	97.8	66.9	82.3	104.1
Not in the labour force	57.9	93.2	90.9	3,558.0	3,632.0	3,738.9	3,615.9	3,725.2	3,829.8
<i>Age group —</i>									
15-19	99.6	190.0	225.2	606.3	474.4	359.4	705.8	664.4	584.6
20-24	378.5	652.0	807.6	928.3	714.1	618.1	1,306.8	1,366.1	1,425.7
25-34	1,113.2	1,574.9	1,738.3	1,586.2	1,222.4	1,072.3	2,699.4	2,797.3	2,810.6
35-44	1,156.2	1,563.6	1,752.5	1,298.8	1,067.2	939.7	2,455.0	2,630.8	2,692.2
45-54	740.0	1,080.9	1,274.7	938.3	835.7	834.4	1,678.4	1,916.6	2,109.1
55-64	315.5	401.2	444.6	1,131.0	1,050.4	1,026.4	1,446.5	1,451.6	1,471.0
65-74	13.2	17.5	30.4	1,060.2	1,143.4	1,214.8	1,073.4	1,160.9	1,245.2
<b>Total</b>	<b>3,816.2</b>	<b>5,480.2</b>	<b>6,273.2</b>	<b>7,549.2</b>	<b>6,507.5</b>	<b>6,065.1</b>	<b>11,365.4</b>	<b>11,987.7</b>	<b>12,338.3</b>

Source: Superannuation, Australia (6319.0).

TABLE 3.37. EMPLOYED PERSONS AGED 15 TO 74: SUMMARY OF CHARACTERISTICS AND WHETHER COVERED BY A SUPERANNUATION SCHEME, AUSTRALIA, NOVEMBER 1993

	Covered by a superannuation scheme			Proportion covered by a superannuation scheme			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	— '000 —			— per cent —			— '000 —		
<i>Age group —</i>									
15-19	133.9	88.8	222.6	64.9	59.8	62.8	206.4	148.3	354.7
20-24	416.0	382.4	798.4	79.7	81.7	80.6	521.9	468.1	990.0
25-34	1,013.9	684.3	1,698.2	86.5	80.0	83.7	1,172.2	855.9	2,028.2
35-44	1,002.3	711.1	1,713.4	86.3	80.4	83.8	1,161.2	884.2	2,045.4
45-54	742.9	510.6	1,253.4	83.5	79.4	81.8	889.9	643.1	1,533.1
55-64	298.0	132.1	430.1	74.9	68.8	72.9	398.0	192.0	590.0
65-74	18.2	11.1	29.3	26.9	37.8	30.2	67.5	29.4	96.9
<i>Family status —</i>									
Member of a family(a)	2,982.2	2,046.2	5,028.4	82.4	77.0	80.1	3,621.2	2,655.8	6,277.0
Husband or wife	2,421.8	1,539.0	3,960.8	84.3	77.7	81.6	2,871.8	1,981.2	4,853.0
With dependants present	1,543.8	851.9	2,395.7	86.2	75.5	82.1	1,790.6	1,128.9	2,919.5
Without dependants present	877.9	687.1	1,565.0	81.2	80.6	80.9	1,081.2	852.3	1,933.5
Sole parent	27.4	130.2	157.7	78.4	73.8	74.6	35.0	176.4	211.5
Other family head	31.8	55.8	87.6	79.8	82.8	81.7	39.8	67.4	107.2
Other child of married couple or family head	444.9	271.7	716.6	75.8	79.7	77.2	587.1	340.8	927.9
Other relative of married couple or family head	39.0	22.2	61.3	82.3	84.6	83.1	47.4	26.3	73.7
Not a member of a family	524.3	384.3	908.7	81.9	85.2	83.3	640.0	450.9	1,090.9
Living alone	245.1	175.6	420.7	82.3	86.4	84.0	297.8	203.1	500.9
Not living alone	279.3	208.8	488.0	81.6	84.3	82.7	342.2	247.8	590.0
Family status not determined	118.5	90.0	208.4	76.0	78.6	77.1	156.0	114.4	270.4
<i>Birthplace —</i>									
Born in Australia	2,715.3	1,909.1	4,624.4	82.7	78.1	80.8	3,283.2	2,443.1	5,726.4
Born outside Australia	909.7	611.4	1,521.1	80.2	78.6	79.6	1,133.9	778.0	1,911.9
Born in main English speaking countries	423.1	311.5	734.6	83.8	82.9	83.4	505.1	376.0	881.1
Born in other countries	486.6	299.8	786.5	77.4	74.6	76.3	628.8	402.0	1,030.8
<i>Status of worker —</i>									
Employers	140.7	42.4	183.0	60.6	42.1	55.0	232.0	100.6	332.6
Self-employed	244.7	62.5	307.1	42.8	23.1	36.5	571.7	270.7	842.4
Employees	3,238.1	2,412.0	5,650.1	90.5	86.0	88.5	3,579.7	2,804.4	6,384.1
Payment in kind/unpaid family helpers	*1.6	*3.7	*5.3	*4.8	*8.1	*6.7	33.7	45.4	79.1
<i>Industry —</i>									
Agriculture, forestry, fishing and hunting	149.9	48.3	198.2	53.0	39.4	48.9	282.8	122.8	405.6
Mining	76.2	7.3	83.5	93.9	81.6	92.7	81.2	8.9	90.1
Manufacturing	765.5	247.3	1,012.8	91.9	83.6	89.7	832.9	295.9	1,128.8
Electricity, gas and water	81.5	12.7	94.2	98.1	96.4	97.9	83.1	13.2	96.3
Construction	354.0	46.9	400.9	73.2	55.9	70.7	483.4	84.0	567.4
Wholesale and retail trade	685.9	441.5	1,127.4	79.1	69.7	75.1	867.0	633.8	1,500.8
Transport and storage	232.6	65.9	298.5	83.8	77.4	82.3	277.6	85.1	362.8
Communication	84.3	38.5	122.8	98.8	95.6	97.8	85.4	40.2	125.6
Finance, property and business services	376.1	373.0	749.1	83.9	84.8	84.4	448.1	439.8	887.9
Public administration and defence	205.7	140.6	346.4	97.8	92.3	95.5	210.3	152.5	362.8
Community services	439.0	877.7	1,316.7	88.4	87.6	87.9	496.4	1,001.7	1,498.1
Recreation, personal and other services	174.4	220.7	395.0	64.9	64.3	64.5	268.8	343.3	612.1
<i>Occupation —</i>									
Managers and administrators	493.2	134.6	627.8	74.2	56.5	69.5	664.9	238.4	903.3
Professionals	525.6	402.9	928.5	87.0	86.6	86.8	604.3	465.1	1,069.5
Para-professionals	232.7	211.1	443.8	93.8	92.7	93.2	248.2	227.7	475.9
Tradespersons	879.1	75.7	954.8	83.0	67.1	81.5	1,059.1	112.9	1,172.0
Clerks	258.7	855.5	1,114.2	93.5	84.8	86.7	276.7	1,009.0	1,285.7
Salespersons and personal service workers	304.9	497.6	802.5	74.7	70.9	72.3	407.9	702.2	1,110.1
Plant and machine operators, and drivers	394.5	64.7	459.2	84.8	74.7	83.2	465.4	86.6	552.1
Labourers and related workers	536.4	278.3	814.7	77.7	73.4	76.2	690.7	379.0	1,069.7
<b>Total</b>	<b>3,625.0</b>	<b>2,520.5</b>	<b>6,145.5</b>	<b>82.1</b>	<b>78.2</b>	<b>80.5</b>	<b>4,417.1</b>	<b>3,221.1</b>	<b>7,638.2</b>

(a) Includes full-time students aged 15 to 24.

Source: Superannuation, Australia (6319.0).

## CHAPTER 4

### UNEMPLOYMENT

The unemployment statistics presented in this chapter have been derived from ABS sources, primarily the ABS Monthly Labour Force Survey and associated supplementary surveys. Some summary statistics on job vacancies, which are an indicator of the demand for labour, are also included in this chapter.

For a full definition of unemployment as it relates to the Labour Force Survey, see the Glossary of this publication. Broadly speaking, a person is considered to be unemployed if he or she satisfies three criteria—not employed, available for work, and taking active steps to find work. The employed and the unemployed together make up the labour force.

Measures of unemployment provide an indicator of the unused capacity in the labour force. The two most important measures are the number of unemployed persons and the unemployment rate. The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force in the same group. Characteristics of the unemployed presented in this chapter include their demographic composition, duration of unemployment, educational qualifications and difficulties experienced in finding work. The unemployment characteristics of families, i.e. unemployment rates of different family members and number of families with some unemployment are also shown.

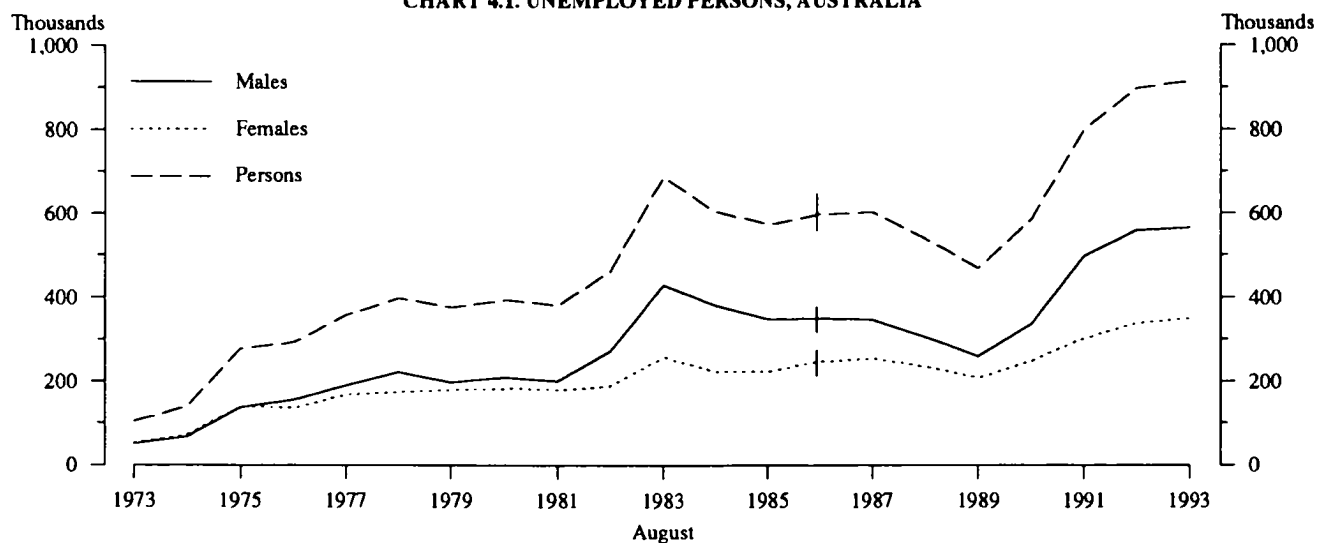
#### Unemployment

There were 916,000 unemployed persons in Australia in August 1993, of whom 564,500 were males and 351,600 were females. About 85 per cent of unemployed persons were looking for full-time work. Between August 1983 and August 1990, the estimated number of unemployed persons fell by 102,200. Between August 1990 and August 1993, the number of unemployed persons rose by 331,400.

The unemployment rate for persons generally fell between August 1983 and August 1989, decreasing from 9.9 per cent to 5.7 per cent. It then increased over the next four years to 10.7 per cent in August 1993. In August 1993 the unemployment rate for males aged 15 to 19 years was 24.0 per cent, while for females aged 15 to 19 years the unemployment rate was 21.9 per cent.

The average duration of unemployment rose from 41.4 weeks in August 1983 to a peak of 51.3 weeks in August 1988 before falling to 43.0 weeks in August 1991. The average then increased to 51.2 weeks in August 1992 and was followed by a further increase to 59.1 weeks in August 1993.

CHART 4.1. UNEMPLOYED PERSONS, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.  
Source: *The Labour Force, Australia* (6203.0).

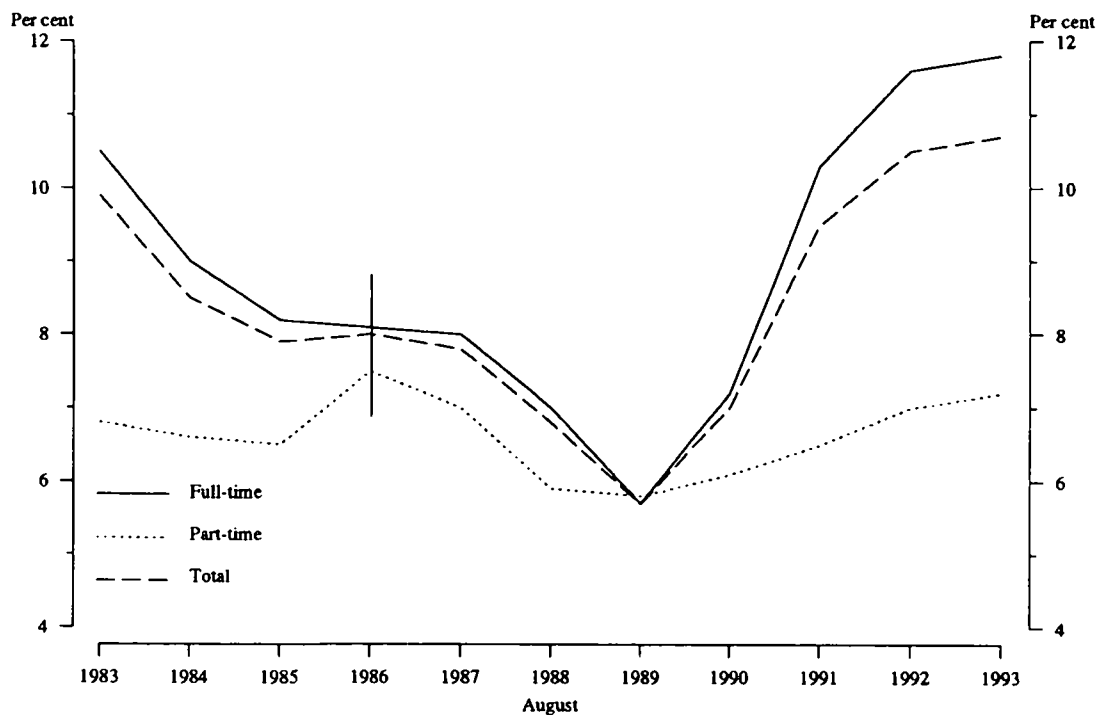
**TABLE 4.1. UNEMPLOYED PERSONS: WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA, AUGUST 1983 TO AUGUST 1993**

August	Males		Females			Persons			Total
	Looking for full-time work	Looking for part-time work	Looking for full-time work	Looking for part-time work	Looking for full-time work	Looking for part-time work			
	Total	Total	Total	Total	Total	Total			
NUMBER ('000)									
1983	409.5	20.2	429.7	197.9	59.3	257.1	607.4	79.5	686.8
1984	358.6	22.6	381.2	165.0	57.9	222.8	523.5	80.5	604.0
1985	325.4	23.7	349.1	162.7	60.9	223.6	488.0	84.7	572.7
1986(a)	320.9	28.3	349.3	170.9	77.5	248.4	491.8	105.8	597.6
1987	317.2	29.8	347.1	177.8	77.1	255.0	495.1	107.0	602.0
1988	279.9	25.8	305.7	165.5	67.4	233.0	445.4	93.3	538.7
1989 r	229.9	29.9	259.7	139.2	69.5	208.6	369.0	99.3	468.3
1990 r	303.3	32.7	336.0	172.4	76.1	248.6	475.7	108.8	584.6
1991 r	459.9	37.2	497.0	220.0	81.7	301.7	679.8	118.9	798.7
1992 r	514.9	43.5	558.4	242.7	97.1	339.9	757.6	140.7	898.3
1993	518.5	46.0	564.5	255.9	95.6	351.6	774.4	141.6	916.0
UNEMPLOYMENT RATE (per cent)									
1983	10.1	7.7	9.9	11.7	6.5	9.9	10.5	6.8	9.9
1984	8.7	8.4	8.7	9.6	6.0	8.3	9.0	6.6	8.5
1985	7.8	8.5	7.8	9.2	6.0	8.0	8.2	6.5	7.9
1986(a)	7.6	9.2	7.7	9.2	7.0	8.4	8.1	7.5	8.0
1987	7.4	8.6	7.5	9.4	6.5	8.3	8.0	7.0	7.8
1988	6.4	7.8	6.5	8.4	5.4	7.3	7.0	5.9	6.8
1989 r	5.2	7.8	5.4	6.8	5.2	6.2	5.7	5.8	5.7
1990 r	6.7	8.2	6.9	8.1	5.5	7.1	7.2	6.1	7.0
1991 r	10.3	8.4	10.1	10.3	5.8	8.6	10.3	6.5	9.5
1992 r	11.6	8.5	11.3	11.7	6.5	9.5	11.6	7.0	10.5
1993	11.6	9.3	11.4	12.1	6.5	9.8	11.8	7.2	10.7

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

**CHART 4.2 UNEMPLOYMENT RATES: WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA**



Indicates a break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

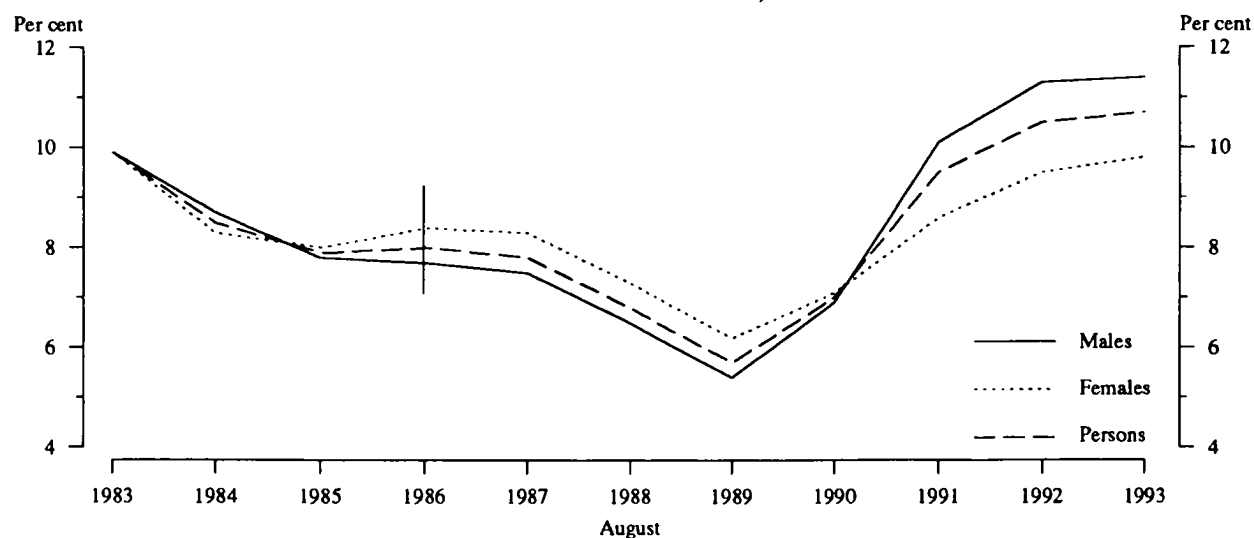
TABLE 4.2. UNEMPLOYED PERSONS: UNEMPLOYMENT RATES, BY AGE, AUSTRALIA, AUGUST 1983 TO AUGUST 1993  
(per cent)

August	Age group						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
MALES							
1983	23.0	17.3	9.1	6.0	5.9	6.5	9.9
1984	22.1	14.2	7.6	5.0	5.7	5.8	8.7
1985	19.3	12.4	7.2	4.4	4.8	6.7	7.8
1986(a)	18.7	12.3	6.8	4.6	5.5	5.5	7.7
1987	18.0	12.6	7.0	4.8	4.2	5.5	7.5
1988	15.1	10.8	5.6	3.8	4.5	6.3	6.5
1989 r	12.9	8.0	5.1	3.5	3.0	5.1	5.4
1990 r	16.6	12.1	7.0	3.8	3.3	5.7	6.9
1991 r	21.7	16.3	9.8	7.4	6.0	8.9	10.1
1992 r	25.2	18.3	10.7	7.5	7.2	10.6	11.3
1993	24.0	18.1	11.0	7.9	7.3	12.0	11.4
FEMALES							
1983	22.2	11.5	9.5	6.8	4.8	2.5	9.9
1984	19.7	10.3	7.1	5.6	4.6	2.6	8.3
1985	17.1	10.4	7.5	5.3	4.4	2.7	8.0
1986(a)	19.5	9.9	7.6	6.0	4.5	3.1	8.4
1987	19.4	10.5	7.5	6.1	4.5	2.2	8.3
1988	15.9	10.9	6.6	4.8	3.9	2.7	7.3
1989 r	14.6	7.9	5.8	3.9	4.1	2.4	6.2
1990 r	16.3	9.5	7.1	4.7	4.0	2.8	7.1
1991 r	20.1	12.7	7.7	5.5	5.7	3.9	8.6
1992 r	24.7	13.6	8.6	6.5	5.8	2.6	9.5
1993	21.9	13.7	9.1	7.6	6.5	4.8	9.8
PERSONS							
1983	22.6	14.7	9.2	6.3	5.5	5.5	9.9
1984	20.9	12.5	7.4	5.3	5.3	5.0	8.5
1985	18.2	11.5	7.3	4.7	4.7	5.7	7.9
1986(a)	19.1	11.2	7.1	5.2	5.1	4.9	8.0
1987	18.7	11.6	7.2	5.3	4.3	4.6	7.8
1988	15.5	10.9	6.0	4.2	4.2	5.3	6.8
1989 r	13.7	7.9	5.4	3.7	3.4	4.4	5.7
1990 r	16.5	10.9	7.1	4.2	3.5	4.9	7.0
1991 r	21.0	14.6	9.0	6.6	5.9	7.5	9.5
1992 r	25.0	16.1	9.8	7.1	6.7	8.4	10.5
1993	23.0	16.1	10.2	7.8	6.9	9.9	10.7

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.3. UNEMPLOYMENT RATES, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

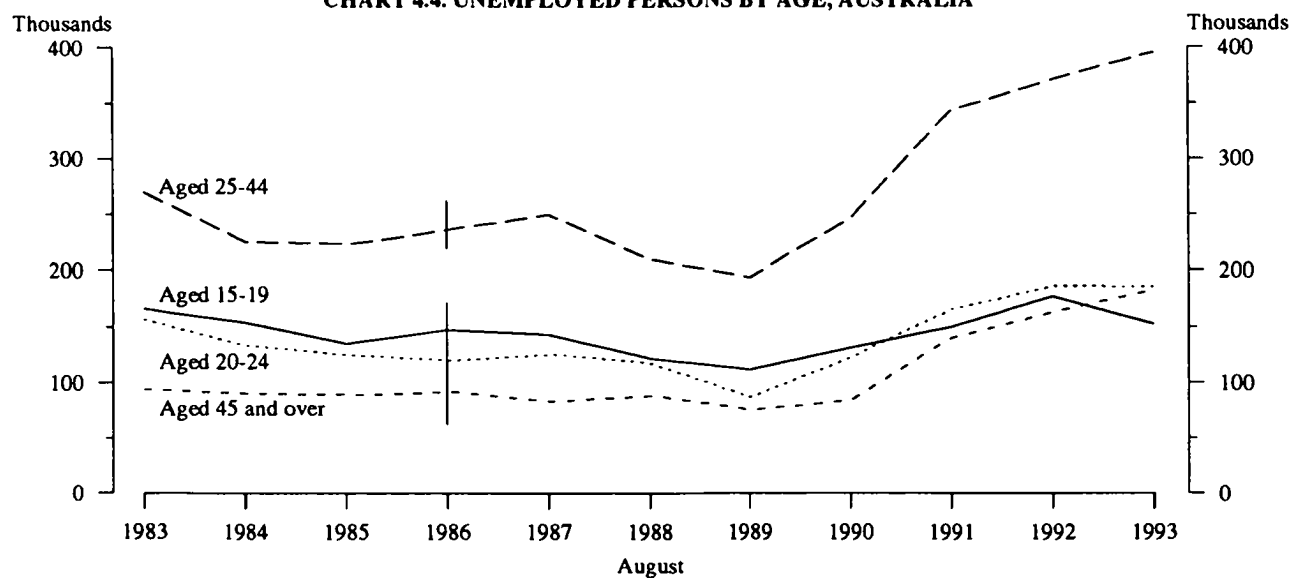
Source: *The Labour Force, Australia* (6203.0).

TABLE 4.3. UNEMPLOYED PERSONS: BIRTHPLACE BY AGE, AUSTRALIA, AUGUST 1993

	Number unemployed ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
<b>BORN IN AUSTRALIA</b>						
Total	391.3	245.7	637.1	10.7	9.0	9.9
Looking for full-time work	357.3	178.6	535.9	10.8	11.3	11.0
Looking for part-time work	34.0	67.1	101.2	8.9	5.8	6.6
Aged 15-19	74.3	60.5	134.8	23.3	20.9	22.2
Aged 20 and over	317.1	185.2	502.3	9.4	7.6	8.6
20-24	94.7	59.6	154.3	17.7	12.8	15.4
25-34	99.7	54.4	154.1	10.0	7.8	9.1
35-44	54.6	42.0	96.6	6.2	6.3	6.2
45-54	35.4	23.3	58.7	5.9	5.1	5.5
55 and over	32.7	5.9	38.6	9.8	3.8	7.9
Aged 15-64	391.3	245.7	637.1	10.8	9.0	10.1
<b>BORN OUTSIDE AUSTRALIA</b>						
Total	173.1	105.8	278.9	13.6	12.5	13.2
Looking for full-time work	161.2	77.3	238.5	13.9	14.4	14.1
Looking for part-time work	11.9	28.5	40.4	10.4	9.1	9.5
Aged 15-19	9.1	8.7	17.8	30.7	33.7	32.1
Aged 20 and over	164.0	97.1	261.1	13.2	11.8	12.6
20-24	17.1	13.8	30.9	20.8	20.4	20.6
25-34	43.0	29.8	72.7	14.3	13.5	14.0
35-44	42.9	29.2	72.2	12.1	11.0	11.6
45-54	32.3	19.7	52.1	9.8	9.6	9.7
55 and over	28.7	4.6	33.3	16.2	7.3	13.9
Aged 15-64	172.0	105.8	277.8	13.7	12.5	13.2
<b>TOTAL</b>						
Total	564.5	351.6	916.0	11.4	9.8	10.7
Looking for full-time work	518.5	255.9	774.4	11.6	12.1	11.8
Looking for part-time work	46.0	95.6	141.6	9.3	6.5	7.2
Aged 15-19	83.4	69.2	152.6	24.0	21.9	23.0
Aged 20 and over	481.1	282.4	763.4	10.5	8.6	9.7
20-24	111.8	73.4	185.2	18.1	13.7	16.1
25-34	142.6	84.2	226.8	11.0	9.1	10.2
35-44	97.6	71.2	168.8	7.9	7.6	7.8
45-54	67.7	43.1	110.8	7.3	6.5	6.9
55 and over	61.3	10.5	71.8	12.0	4.8	9.9
Aged 15-64	563.4	351.6	914.9	11.6	9.9	10.8

Source: *The Labour Force, Australia* (6203.0).

CHART 4.4. UNEMPLOYED PERSONS BY AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).



TABLE 4.4. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AUSTRALIA, AUGUST 1983 TO AUGUST 1993

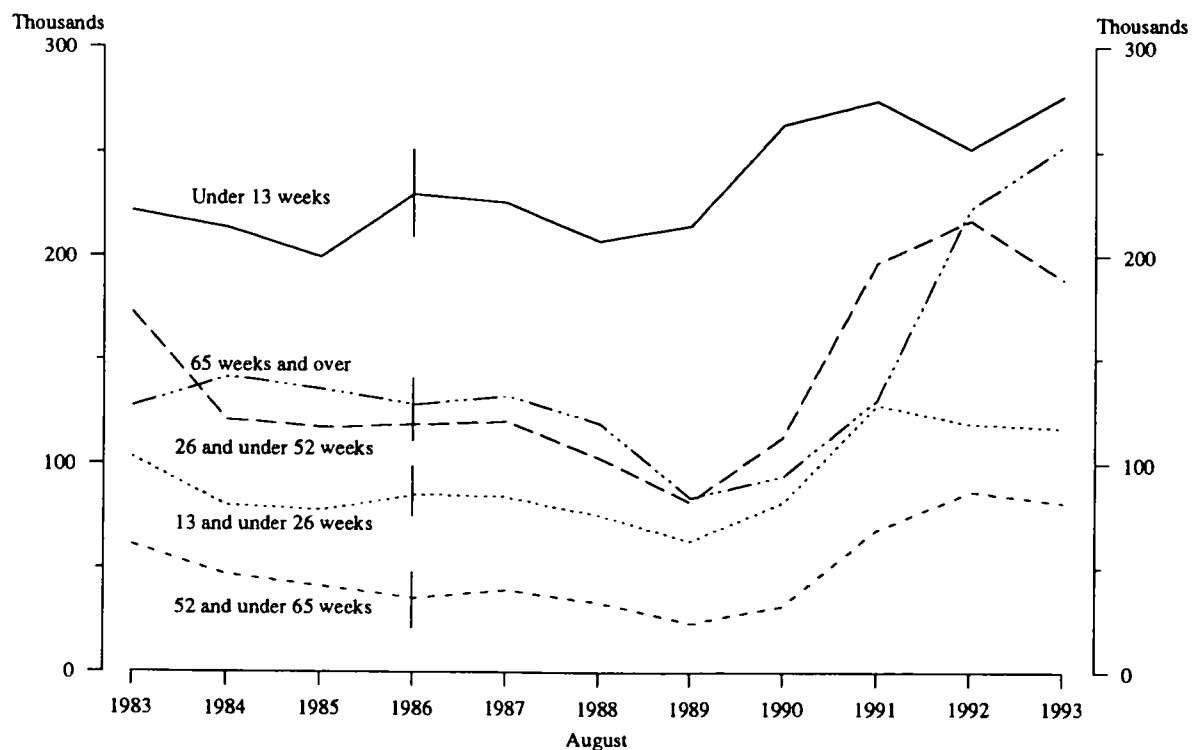
Duration of unemployment (weeks)	August										
	1983	1984	1985	1986(a)	1987	1988	1989 r	1990 r	1991 r	1992 r	1993
<i>Under 52</i>	498.1	415.5	395.6	433.8	430.0	385.8	360.3	458.0	599.4	588.2	581.5
Under 2	32.4	34.2	38.8	47.3	41.7	41.3	47.4	40.4	39.4	44.3	46.7
2 and under 4	49.7	56.8	55.6	56.7	59.6	54.9	54.7	67.9	66.5	57.8	66.5
4 and under 8	73.9	64.0	57.6	67.3	67.9	60.6	68.0	87.6	86.6	82.2	93.4
8 and under 13	65.9	58.8	47.6	58.4	56.4	50.6	44.5	67.1	81.8	67.3	69.7
13 and under 26	103.1	80.5	78.2	85.3	84.2	75.7	63.4	82.0	128.0	119.1	116.8
26 and under 39	123.5	94.9	87.9	91.3	94.6	78.3	62.3	88.9	143.5	153.9	140.4
39 and under 52	49.6	26.2	29.7	27.6	25.5	24.4	19.9	24.3	53.8	63.6	48.1
<i>52 and over (long-term unemployed)</i>	188.7	188.6	177.1	163.8	172.0	152.9	108.0	126.6	199.3	310.1	334.5
52 and under 65	61.3	46.9	41.3	35.7	39.6	33.6	23.6	32.1	68.7	86.9	81.7
65 and under 104	43.3	49.2	30.7	32.1	36.7	29.7	19.3	24.4	49.2	89.5	74.5
104 and over	84.2	92.4	105.1	96.1	95.7	89.6	65.1	70.1	81.4	133.7	178.3
<b>Total</b>	<b>686.8</b>	<b>604.0</b>	<b>572.7</b>	<b>597.6</b>	<b>602.0</b>	<b>538.7</b>	<b>468.3</b>	<b>584.6</b>	<b>798.7</b>	<b>898.3</b>	<b>916.0</b>
—weeks—											
Average duration	41.4	45.5	49.5	48.6	48.3	51.3	44.5	43.7	43.0	51.2	57.1
Median duration	26	26	26	21	23	22	14	15	24	30	30

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Note: Estimates for average and median durations of unemployment refer to current period of unemployment, not completed periods. See the Glossary for further information.

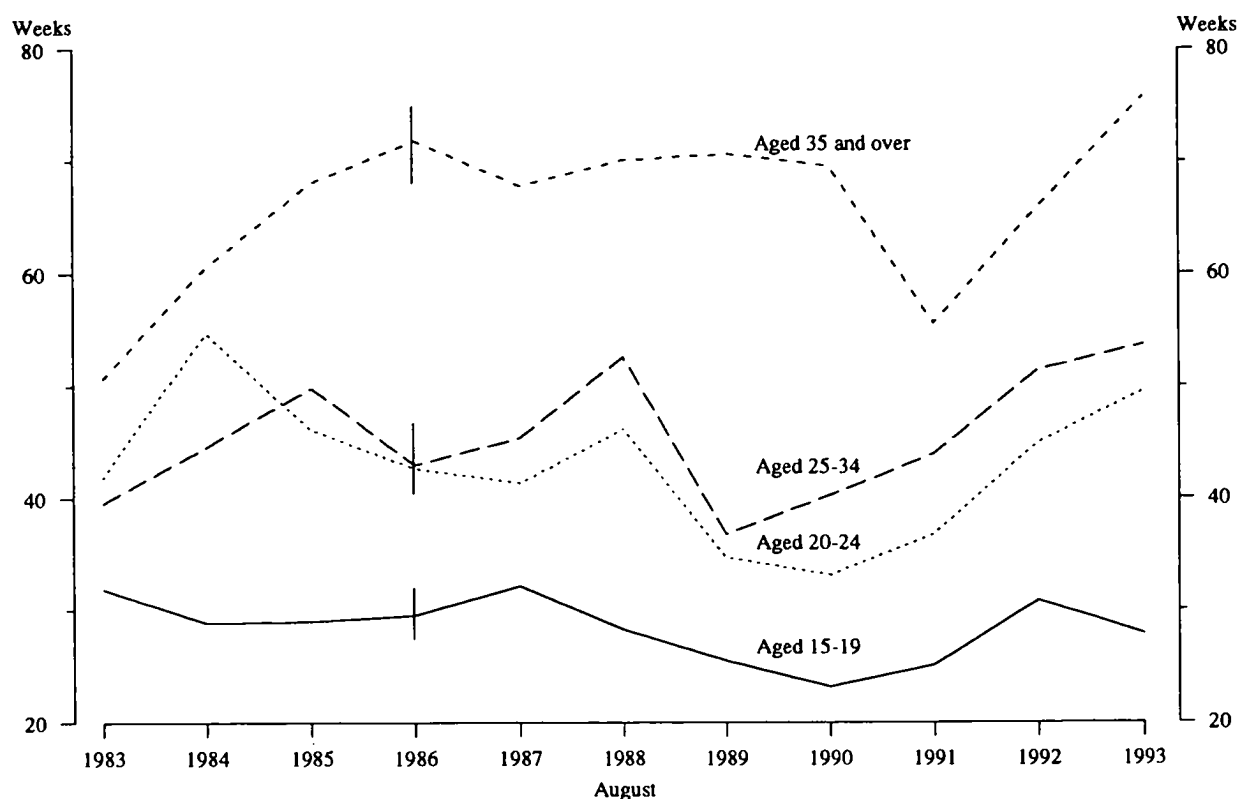
Source: *The Labour Force, Australia* (6203.0).

CHART 4.5. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.  
Source: *The Labour Force, Australia* (6203.0).

CHART 4.6. UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT AND AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for more information.

Note: Estimates for average duration of unemployment refer to current periods of unemployment, not completed periods. See the glossary for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 4.5. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AGE, MARITAL STATUS AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA, AUGUST 1993

Duration of unemployment (weeks)	Age group					Married	Not married	Looking for—	
	15-19	20-24	25-34	35-54	Total(a)			Full-time work	Part-time work
	—'000—								
Under 52	126.6	118.3	148.3	158.6	581.6	221.5	360.0	468.4	113.3
under 2	11.9	9.6	12.4	10.6	46.7	16.7	29.9	28.8	17.9
2 and under 4	13.0	15.8	17.7	17.5	66.5	28.9	37.6	43.4	23.1
4 and under 8	20.6	18.0	24.8	25.6	93.4	37.3	56.1	76.9	16.6
8 and under 13	14.4	13.4	16.7	22.2	69.7	26.8	42.9	57.0	12.7
13 and under 26	21.2	28.6	30.3	29.7	116.8	45.8	71.0	100.5	16.3
26 and under 39	38.9	23.9	31.0	38.2	140.4	47.2	93.2	116.0	24.4
39 and under 52	6.6	9.0	15.4	14.8	48.1	18.8	29.3	45.8	2.3
52 and over (long-term unemployed)	26.1	66.9	78.5	121.0	334.5	157.2	177.2	306.0	28.5
52 and under 65	11.1	19.0	20.5	25.4	81.7	36.5	45.2	71.8	9.9
65 and under 104	9.3	18.2	13.9	24.8	74.5	30.4	44.1	70.2	4.3
104 and over	5.7	29.7	44.1	70.8	178.3	90.3	87.9	164.0	14.3
Total	152.6	185.2	226.8	279.6	916.0	378.8	537.2	774.4	141.6
	—weeks—								
Average duration	27.8	49.2	53.5	69.8	57.1	65.4	51.2	61.1	34.8
Median duration	21	27	28	35	30	32	28	33	13

(a) Includes persons aged 55 and over, details for whom are not shown separately.

Source: *The Labour Force, Australia* (6203.0).

TABLE 4.6. UNEMPLOYED PERSONS: REASON FOR UNEMPLOYMENT, AUSTRALIA

REASON FOR UNEMPLOYMENT, AUSTRALIA											
Month	Reason for unemployment					Per cent of unemployed					
	Job loser	Job leaver	Stood down	Looking for first job	Former workers	Total	Job loser	Job leaver	Stood down	Looking for first job	Former workers
	—'000—					—per cent—					
1991—											
August r	377.3	130.1	21.0	110.5	159.8	798.7	47.2	16.3	2.6	13.8	20.0
1992—											
August r	364.7	118.0	19.2	163.5	232.9	898.3	40.6	13.1	2.1	18.2	25.9
September r	375.9	114.6	29.5	158.7	238.4	917.2	41.0	12.5	3.2	17.3	26.0
October r	348.2	120.3	24.5	153.4	247.4	893.7	39.0	13.5	2.7	17.2	27.7
November r	328.2	122.3	21.0	156.9	257.8	886.1	37.0	13.8	2.4	17.7	29.1
December r	354.4	119.3	17.4	209.9	279.0	979.9	36.2	12.2	1.8	21.4	28.5
1993—											
January	375.5	117.8	21.2	214.3	280.9	1,009.7	37.2	11.7	2.1	21.2	27.8
February	384.9	127.6	15.4	209.6	306.3	1,043.8	36.9	12.2	1.5	20.1	29.3
March	341.7	122.4	17.0	185.5	313.3	979.8	34.9	12.5	1.7	18.9	32.0
April	343.7	113.3	23.0	156.9	284.7	921.6	37.3	12.3	2.5	17.0	30.9
May	345.5	114.6	15.3	151.2	296.8	923.5	37.4	12.4	1.7	16.4	32.1
June	346.3	119.7	20.8	143.9	283.9	914.5	37.9	13.1	2.3	15.7	31.0
July	329.0	112.1	25.3	135.7	289.5	891.7	36.9	12.6	2.8	15.2	32.5
August	334.0	115.6	15.3	149.1	302.0	916.0	36.5	12.6	1.7	16.3	33.0

Source: The Labour Force, Australia (6203.0).

TABLE 4.7. UNEMPLOYED PERSONS: INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB, AUSTRALIA  
AUGUST 1993

	Number unemployed ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
Had worked full time for two weeks or more in the last two years	321.9	127.7	449.5	6.8	3.8	5.6
Industry division or subdivision —						
Agriculture, forestry, fishing and hunting	21.8	* 3.4	25.2	7.1	* 2.8	5.8
Agriculture and services to agriculture	18.9	* 3.2	22.1	6.6	* 2.7	5.5
Forestry and logging, fishing and hunting	* 2.9	* 0.2	* 3.1	* 12.9	* 4.5	* 11.2
Mining	3.9	* 0.5	4.4	4.5	* 6.8	4.6
Manufacturing	71.0	20.2	91.2	8.3	6.5	7.8
Food, beverages and tobacco	13.2	4.2	17.4	10.1	6.2	8.7
Metal products	9.6	* 1.4	11.0	5.7	* 6.3	5.8
Other manufacturing	48.2	14.6	62.8	8.6	6.6	8.1
Electricity, gas and water	3.7	* 0.1	3.9	4.4	* 1.1	3.9
Construction	47.8	* 2.0	49.8	9.2	* 2.4	8.2
Wholesale and retail trade	69.8	32.6	102.4	7.4	4.4	6.0
Wholesale trade	21.0	4.6	25.6	6.0	2.8	5.0
Retail trade	48.8	28.0	76.7	8.2	4.8	6.5
Transport and storage	21.1	3.8	24.8	6.8	4.8	6.4
Communication	4.1	* 2.3	6.4	5.0	* 6.0	5.3
Finance, property and business services	21.7	11.3	32.9	4.7	2.7	3.7
Public administration and defence	10.4	5.4	15.9	4.4	3.2	3.9
Community services	15.0	23.4	38.4	3.0	2.3	2.5
Recreation, personal and other services	31.6	22.7	54.4	10.5	6.3	8.2
Occupation group —						
Managers and administrators	14.6	4.2	18.9	2.2	1.9	2.1
Professionals	15.0	10.6	25.6	2.5	2.2	2.4
Para-professionals	8.8	* 2.7	11.4	3.6	* 1.2	2.4
Tradespersons	78.9	5.7	84.7	7.2	4.5	6.9
Clerks	15.5	36.2	51.7	5.4	3.6	4.0
Salespersons and personal service workers	33.5	39.5	73.0	7.4	5.0	5.8
Plant and machine operators, and drivers	43.3	5.5	48.8	8.8	6.5	8.5
Labourers and related workers	112.4	23.1	135.5	13.3	5.6	10.8
Other	235.4	215.8	451.1	..	..	..
Looking for first job	71.5	77.6	149.1	..	..	..
Looking for full-time work	49.4	47.8	97.2	..	..	..
Former workers	163.9	138.2	302.0	..	..	..
Stood down	7.2	8.1	15.3	..	..	..
Total	564.5	351.6	916.0	11.4	9.8	10.7

Source: The Labour Force, Australia (6203.0).

### Job Search Experience of Unemployed Persons

In July 1993, the labour force numbered 8,645,700 persons, of whom 871,300 were unemployed persons taking active steps to find work. Of these, 85 per cent were persons looking for full-time work.

The most frequently reported difficulty in finding work was the belief that there are 'no vacancies at all'. The number of persons reporting this as the main difficulty had fallen from 32 per cent in July 1992 to 25 per cent in July 1993.

In July 1993, 83 per cent of unemployed persons reported that they were registered with the Commonwealth Employment Service (CES). Over the last decade, this percentage has been within the range of 76 per cent (July 1990) to 83 per cent (July 1993).

There were 331,200 persons (38 per cent of total unemployed) whose duration of current period of unemployment (at July 1993) was one year or more. For this group the most frequently reported main difficulties in finding work were 'no vacancies at all' (26%) and 'considered too young or too old by employers' (22%).

**TABLE 4.8. UNEMPLOYED PERSONS: MAIN DIFFICULTY IN FINDING WORK, AUSTRALIA, JULY 1983 TO JULY 1993**

	July 1983	July 1985	June 1986	July 1988	July 1990	June 1991	July 1992	July 1993	
	— per cent —								('000)
<i>Main difficulty in finding work</i>									
No vacancies at all	33.1	21.9	19.0	16.1	16.7	33.4	31.9	24.8	216.3
No vacancies in line of work	18.5	14.4	16.0	12.0	14.5	18.4	17.1	16.4	143.0
Considered too young or too old by employers	12.5	16.9	16.3	16.5	15.3	11.7	13.8	16.9	147.0
Lacked necessary skills/education	8.0	9.6	10.0	12.0	13.4	8.9	9.5	10.0	86.9
Insufficient work experience	8.2	8.6	10.1	10.9	9.3	7.9	8.0	9.5	82.7
Own ill health or disability	3.7	5.7	5.8	6.6	6.7	3.8	4.2	4.0	35.1
Too far to travel/transport problems	3.8	5.2	5.7	6.9	5.2	3.6	3.9	4.5	39.4
Language difficulties	1.5	2.7	2.1	3.2	4.4	2.2	2.6	2.5	22.2
Unsuitable hours	2.2	3.8	4.0	3.6	3.4	2.2	1.9	2.6	22.4
Difficulties with childcare/other family responsibilities(a)	..	..	..	..	..	..	1.2	1.6	13.6
Other difficulties(b)	4.9	5.8	5.0	6.1	5.5	5.1	2.6	3.2	28.3
No difficulties reported	3.5	5.4	6.1	6.2	5.6	2.7	3.2	3.9	34.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>871.3</b>

(a) Collected separately for the first time in 1992. (b) Includes persons who reported difficulties with ethnic background.

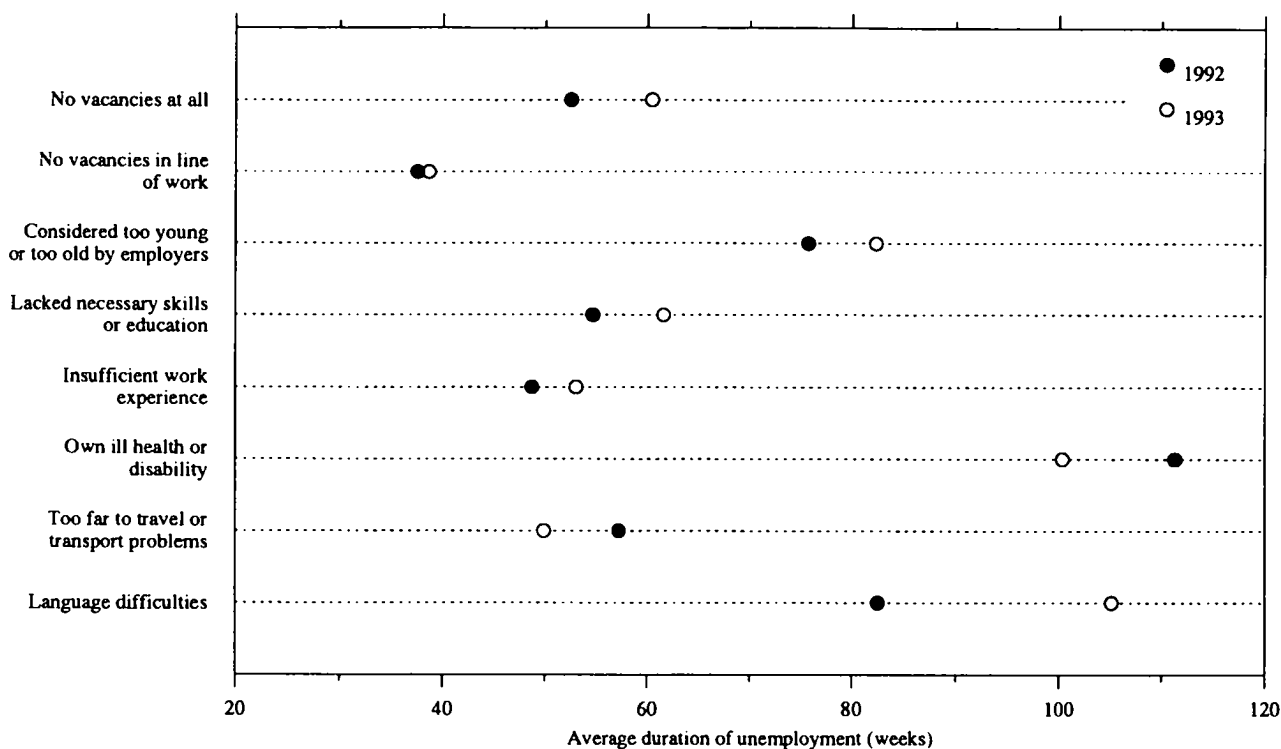
Source: *Job Search Experience of Unemployed Persons, Australia* (6222.0).

**TABLE 4.9. UNEMPLOYED PERSONS: ACTIVE STEPS TAKEN TO FIND WORK, AUSTRALIA, JULY 1983 TO JULY 1993**

	July 1983	July 1985	June 1986	July 1988	July 1990	June 1991	July 1992	July 1993	
	— per cent —								('000)
<i>Active steps taken to find work</i>									
Registered with the CES and—									
Took no other active steps	1.2	1.6	1.5	1.4	1.5	0.6	0.7	0.5	4.7
Contacted prospective employers	74.0	71.9	70.4	71.7	69.7	74.5	77.9	78.3	682.2
Took other active steps	4.9	6.7	6.9	6.1	4.7	3.4	3.8	3.9	34.0
<b>Total</b>	<b>80.2</b>	<b>80.2</b>	<b>78.8</b>	<b>79.2</b>	<b>75.8</b>	<b>78.5</b>	<b>82.4</b>	<b>82.7</b>	<b>720.8</b>
Not registered with the CES and—									
Contacted prospective employers	17.6	17.3	19.3	19.0	22.2	19.5	15.5	15.8	137.9
Took other active steps	2.2	2.5	1.9	1.8	2.0	2.0	2.1	1.4	12.6
<b>Total</b>	<b>19.8</b>	<b>19.8</b>	<b>21.2</b>	<b>20.8</b>	<b>24.2</b>	<b>21.5</b>	<b>17.6</b>	<b>17.3</b>	<b>150.5</b>
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>871.3</b>

Source: *Job Search Experience of Unemployed Persons, Australia* (6222.0).

**CHART 4.7. UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT  
BY SELECTED MAIN DIFFICULTIES IN FINDING WORK,  
AUSTRALIA, JULY 1992 AND JULY 1993**



Source: Job Search Experience of Unemployed Persons, Australia (6222.0)

**TABLE 4.10. UNEMPLOYED PERSONS: WHETHER WOULD MOVE INTERSTATE OR  
INTRASTATE IF OFFERED A SUITABLE JOB, AUSTRALIA, JULY 1983 TO JULY 1993**

	July 1983	July 1985	June 1986	July 1988	July 1990	June 1991	July 1993		July 1993
— per cent —								( '000)	
WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB									
Would move interstate	29.4	24.8	26.0	24.9	24.7	28.9	31.5	28.5	248.0
Would not move interstate	57.9	62.9	63.0	63.3	65.1	58.3	55.0	57.4	499.9
Moving interstate would depend—									
On job conditions	4.8	5.3	4.0	5.1	4.1	5.0	4.6	5.3	46.5
On other conditions	5.3	4.4	4.9	4.3	4.2	5.2	5.8	6.1	53.2
<i>Total</i>	<i>10.2</i>	<i>9.7</i>	<i>8.9</i>	<i>9.5</i>	<i>8.3</i>	<i>10.2</i>	<i>10.4</i>	<i>11.4</i>	<i>99.7</i>
Undecided	2.5	2.6	2.1	2.3	2.0	2.7	3.2	2.7	23.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>871.3</b>
WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB									
Would move intrastate	42.3	37.4	37.2	37.4	38.4	42.6	44.9	41.7	363.6
Would not move intrastate	43.2	48.3	49.8	48.5	49.5	43.3	39.9	42.6	371.3
Moving intrastate would depend—									
On job conditions	4.8	4.8	3.8	4.6	4.0	4.7	5.0	5.0	43.8
On other conditions	7.9	7.4	7.4	7.5	6.5	7.5	8.0	8.1	71.0
<i>Total</i>	<i>12.7</i>	<i>12.2</i>	<i>11.2</i>	<i>12.1</i>	<i>10.5</i>	<i>12.2</i>	<i>12.9</i>	<i>13.2</i>	<i>114.8</i>
Undecided	1.9	2.2	1.9	2.0	1.7	2.0	2.3	2.5	21.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>871.3</b>

Source: Job Search Experience of Unemployed Persons, Australia (6222.0).

### Successful and Unsuccessful Job Search Experience

In July 1992 there were an estimated 1,453,000 persons who had started a job for wages or salary (lasting two weeks or more) in the previous twelve months. Of these persons, 1,029,200 had been out of work before starting their job, while 423,800 persons changed employer to start the job.

There were a further 970,800 persons who had looked for, but not started, a job for wages or salary in the last year.

Of the persons who started a job for wages or salary, 39 per cent (563,500) obtained their job by approaching the employer without prior knowledge that the job was available, while 37 per cent (537,300) approached the employer to obtain a job they knew was available. The remaining 24 per cent (352,200) of jobs had been obtained as a result of the employer approaching the jobseeker.

Persons aged 20 years and over were more likely to have started a job in their preferred occupation (67%) than persons aged 15 to 19 years (55%). Persons who changed employer to start their job were far more likely to be working in their preferred occupation (77%) than those who were out of work prior to starting the job (59%). This was the case for all age groups tabulated, except those aged 55 years and over.

TABLE 4.11. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS  
METHOD OF JOB ATTAINMENT AND WHETHER OUT OF WORK PRIOR TO STARTING JOB  
AUSTRALIA, JULY 1992

Method of job attainment	Out of work prior to starting job			Changed employer to start job			Total			Total (per cent)
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	
Jobseeker approached employer	422.6	392.7	815.4	141.0	144.5	285.4	563.6	537.2	1,100.8	75.8
Had no prior knowledge that job was available	222.4	198.7	421.1	69.7	72.7	142.4	292.1	271.4	563.5	38.8
First step taken —										
Tendered/advertised for work	6.6	*3.1	9.7	*3.4	*1.8	5.2	10.0	4.9	15.0	1.0
Contacted likely employers	130.6	115.9	246.5	39.7	42.5	82.2	170.2	158.5	328.7	22.6
Contacted friends/relatives	47.2	33.1	80.3	12.6	12.4	25.0	59.8	45.5	105.3	7.2
Checked CES noticeboards/registered with CES	18.2	14.1	32.3	*2.2	*2.8	5.0	20.4	16.9	37.2	2.6
Other	19.8	32.5	52.3	11.8	13.2	25.0	31.7	45.7	77.3	5.3
Had prior knowledge that job was available	200.3	194.0	394.3	71.2	71.8	143.0	271.5	265.8	537.3	37.0
Through CES	22.9	16.5	39.5	*1.3	3.8	5.0	24.2	20.3	44.5	3.1
Through private employment agency	*1.5	4.7	6.2	*0.5	*2.3	*2.8	*2.0	7.0	9.0	0.6
Through school programs	*2.2	3.9	6.2	*2.2	*0.4	*2.5	4.4	4.3	8.7	0.6
Through newspaper advertisements	60.1	66.8	126.9	22.6	27.6	50.1	82.7	94.4	177.0	12.2
Through friends, relatives, company contacts	95.3	82.5	177.8	38.4	28.7	67.2	133.7	111.2	244.9	16.9
Through other sources	18.3	19.6	37.9	6.4	9.0	15.3	24.6	28.6	53.2	3.7
Employer approached jobseeker	96.2	117.6	213.8	71.4	67.0	138.4	167.5	184.7	352.2	24.2
<b>Total</b>	<b>518.8</b>	<b>510.4</b>	<b>1,029.2</b>	<b>212.3</b>	<b>211.5</b>	<b>423.8</b>	<b>731.1</b>	<b>721.9</b>	<b>1,453.0</b>	<b>100.0</b>

Source: Successful and Unsuccessful Job Search Experience, Australia (6245.0).

TABLE 4.12. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS:  
AGE, WHETHER OUT OF WORK PRIOR TO STARTING JOB AND WHETHER JOB STARTED WAS IN  
PREFERRED OCCUPATION, AUSTRALIA, JULY 1992  
('000)

Age group	Out of work prior to starting job			Changed employer to start job			Total		
	Job was in preferred occupation	Job was not in preferred occupation	Total(a)	Job was in preferred occupation	Job was not in preferred occupation	Total(a)	Job was in preferred occupation	Job was not in preferred occupation	Total(a)
15-19	132.5	52.3	254.8	34.6	7.2	51.6	167.1	59.5	306.4
20-24	134.5	54.0	228.2	70.4	16.3	94.2	205.0	70.3	322.4
25-34	164.8	57.0	269.3	114.3	18.6	143.4	279.2	75.7	412.7
35-44	109.8	37.9	172.0	70.2	8.6	87.7	180.0	46.5	259.7
45-54	51.1	15.9	77.2	30.3	*3.2	37.5	81.4	19.1	114.7
55 and over	18.5	*3.6	27.6	6.4	*1.5	9.5	24.9	5.1	37.0
<b>Total</b>	<b>611.3</b>	<b>220.7</b>	<b>1,029.2</b>	<b>326.3</b>	<b>55.4</b>	<b>423.8</b>	<b>937.6</b>	<b>276.2</b>	<b>1,453.0</b>

(a) Includes persons who did not have a preferred occupation.

Source: Successful and Unsuccessful Job Search Experience, Australia (6245.0).

**TABLE 4.13. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS, AND PERSONS WHO HAD LOOKED FOR, BUT NOT STARTED, A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: SUMMARY OF CHARACTERISTICS, AUSTRALIA, JULY 1990 AND JULY 1992**  
(<sup>'000</sup>)

	<i>Persons who started a job for wages or salary during the previous twelve months</i>						<i>Persons who had looked for, but not started, a job for wages or salary during the previous twelve months</i>	
	<i>Out of work prior to starting job</i>		<i>Changed employer to start job</i>		<i>Total</i>		<i>July 1990</i>	<i>July 1992</i>
	<i>July 1990</i>	<i>July 1992</i>	<i>July 1990</i>	<i>July 1992</i>	<i>July 1990</i>	<i>July 1992</i>		
<i>Age group —</i>								
15-19	287.7	254.8	160.2	51.6	447.9	306.4	102.2	168.4
20-24	217.3	228.2	166.0	94.2	383.3	322.4	85.0	170.6
25-34	286.4	269.3	248.9	143.4	535.3	412.7	130.0	242.7
35-44	174.5	172.0	157.8	87.7	332.2	259.7	98.0	184.1
45-54	77.1	77.2	60.5	37.5	137.6	114.7	59.6	125.3
55 and over	26.1	27.6	17.9	9.5	44.0	37.0	40.7	79.8
<i>Family status —</i>								
Member of a family	840.9	793.8	623.3	319.5	1,464.1	1,113.3	422.1	779.9
Husband or wife	414.6	399.5	364.4	204.0	779.0	603.5	230.2	429.0
With dependents present	280.5	256.2	225.1	126.7	505.6	382.9	160.2	278.3
Without dependents present	134.1	143.3	139.3	77.3	273.4	220.6	70.0	150.7
Sole parent	40.2	34.1	19.0	12.3	59.2	46.4	33.8	57.9
Other family head	10.8	10.4	10.2	*3.5	20.9	14.0	8.7	14.8
Full-time student aged 15-24	125.5	124.6	60.8	23.4	186.3	148.1	45.4	74.2
Other child of married couple or family head	229.3	204.7	158.8	70.9	388.1	275.6	93.4	186.4
Other relative of married couple or family head	20.5	20.4	10.2	5.4	30.7	25.8	10.5	17.7
Not a member of a family	165.6	169.8	145.9	79.0	311.5	248.8	64.4	140.8
Living alone	52.1	51.8	34.7	28.5	86.7	80.4	29.8	65.4
Not living alone	113.5	117.9	111.3	50.5	224.8	168.4	34.6	75.4
Family status not determined	62.6	65.7	42.1	25.3	104.6	91.0	29.1	50.0
<i>Birthplace and period of arrival —</i>								
Born in Australia	812.8	801.9	627.1	330.3	1,439.9	1,132.2	352.7	671.3
Born outside Australia	256.2	227.3	184.2	93.6	440.4	320.9	162.9	299.5
Arrived before 1961	23.0	20.2	20.0	8.0	43.0	28.3	21.8	36.4
Arrived 1961-1970	53.6	47.1	43.7	26.2	97.2	73.3	36.0	67.7
Arrived 1971-1980	61.3	55.1	45.1	22.9	106.4	78.0	37.8	68.7
Arrived 1981-1990	118.3	75.3	75.5	28.9	193.8	104.2	67.2	101.7
Arrived 1991 to survey date	..	29.5	..	7.5	..	37.1	..	25.0
Born in main English-speaking countries	124.4	113.4	104.2	56.8	228.6	170.2	53.8	99.1
Born in other countries	131.8	113.9	80.0	36.8	211.8	150.6	109.0	200.3
<i>State or Territory of usual residence —</i>								
New South Wales	321.4	324.1	264.6	128.6	586.0	452.7	165.4	313.6
Victoria	256.7	233.3	214.0	90.9	470.7	324.1	117.9	269.5
Queensland	220.3	218.9	141.1	87.3	361.4	306.2	100.1	168.8
South Australia	85.9	81.1	66.1	35.1	152.0	116.2	47.4	87.5
Western Australia	122.1	115.4	81.9	54.5	203.9	169.9	54.9	83.9
Tasmania	26.8	23.4	15.8	9.7	42.6	33.1	17.7	27.2
Northern Territory	13.1	12.5	8.1	7.8	21.3	20.3	3.9	7.0
Australian Capital Territory	22.8	20.6	19.6	9.8	42.4	30.5	8.2	13.3
<i>Labour force status —</i>								
In the labour force	937.9	918.5	766.9	406.3	1,704.8	1,324.9	391.7	762.2
Employed	793.1	743.4	736.6	390.2	1,529.7	1,133.7	32.2	76.7
Unemployed	144.8	175.1	30.3	16.1	175.1	191.2	359.5	685.4
Not in the labour force	131.2	110.7	44.4	17.5	175.6	128.2	123.8	208.6
<i>Sex —</i>								
Males	510.4	518.8	444.2	212.3	954.6	731.1	260.9	562.1
Females	558.6	510.4	367.1	211.5	925.8	721.9	254.6	408.7
<i>Persons</i>	<i>1,069.0</i>	<i>1,029.2</i>	<i>811.3</i>	<i>423.8</i>	<i>1,880.3</i>	<i>1,453.0</i>	<i>515.6</i>	<i>970.8</i>

For footnotes see end of table.

TABLE 4.13. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS, AND PERSONS WHO HAD LOOKED FOR, BUT NOT STARTED, A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: SUMMARY OF CHARACTERISTICS, AUSTRALIA, JULY 1990 AND JULY 1992 — *continued*  
(<sup>'000</sup>)

	Persons who started a job for wages or salary during the previous twelve months						Persons who had looked for, but not started, a job for wages or salary during the previous twelve months	
	Out of work prior to starting job		Changed employer to start job		Total		July 1990	July 1992
	July 1990	July 1992	July 1990	July 1992	July 1990	July 1992		
<i>Educational attainment —</i>								
With post-school qualifications	386.7	434.8	392.8	238.2	779.5	673.0	155.7	366.3
Degree	75.6	91.7	99.0	65.8	174.6	157.5	23.5	54.6
Trade qualification/apprenticeship	102.0	122.0	107.3	58.7	209.3	180.7	48.3	125.9
Certificate or diploma	201.0	214.5	179.7	109.8	380.8	324.4	76.9	177.0
Other	8.1	6.7	6.7	3.8	14.8	10.5	7.0	8.8
Without post-school qualifications(a)	594.0	507.4	380.0	176.9	974.0	684.3	325.9	552.3
Attended highest level of secondary school available	186.1	192.5	142.0	73.5	328.0	266.0	71.7	136.6
Did not attend highest level of secondary school available	405.3	312.5	235.3	102.9	640.6	415.4	250.9	412.3
Left at age —								
18 and over	10.2	4.9	7.2	*2.6	17.5	7.5	5.5	13.0
16 or 17	190.4	152.8	116.4	51.8	306.8	204.6	88.9	162.4
14 or 15	189.2	145.0	105.0	45.4	294.2	190.3	139.5	204.2
13 and under	15.5	9.8	6.6	3.2	22.1	13.0	17.0	32.7
Still at school	88.3	86.9	38.5	8.8	126.8	95.7	34.0	52.2
<i>Active steps taken in the previous twelve months to find work in preferred occupation/ occupation being sought —</i>								
Had a preferred occupation	884.0	832.1	738.0	381.8	1,622.0	1,213.8	314.1	563.5
This job was in preferred occupation	671.4	611.3	653.5	326.3	1,324.9	937.6	..	..
This job was not in preferred occupation	212.6	220.7	84.5	55.4	297.1	276.2	..	..
Registered with the CES and —								
Took no other active steps	7.6	*3.6	*2.6	*0.7	10.2	4.3	12.1	16.8
Contacted prospective employers	74.7	95.3	12.6	10.2	87.3	105.5	147.3	328.8
Took other active steps	14.8	16.1	*2.5	*1.0	17.3	17.2	27.6	38.2
Total	97.1	115.0	17.6	12.0	114.7	127.0	187.0	383.8
Not registered with the CES and —								
Took only inactive steps	13.1	9.5	10.0	4.9	23.1	14.4	9.9	17.5
Contacted prospective employers	51.8	51.3	25.1	18.1	76.8	69.4	92.2	119.3
Took other active steps	17.3	17.6	10.8	7.3	28.1	24.9	23.6	40.5
Total	82.2	78.4	45.8	30.2	128.0	108.7	125.6	177.3
Had not looked for work in preferred occupation	33.4	27.3	21.0	13.2	54.4	40.5	*1.5	*2.4
Preferred occupation not specified	..	26.3	..	6.6	..	32.9	..	..
Did not have a preferred occupation(b)	185.0	170.9	73.3	35.5	258.3	206.3	201.4	407.4
<i>Full-time or part-time status of job when started/whether looked for full-time or part-time work in the previous twelve months —</i>								
Full-time	617.1	547.1	569.8	271.7	1,186.9	818.8	358.2	411.9
Part-time	451.9	482.1	241.5	152.1	693.4	634.2	138.4	191.7
Varied/both	..	..	..	..	..	..	18.9	367.2
Total	1,069.0	1,029.2	811.3	423.9	1,880.3	1,453.0	515.6	970.8

(a) Includes persons who never attended school and those for whom secondary school qualifications could not be determined. (b) Includes persons for whom a preferred occupation was not specified in July 1990.

Source: *Successful and Unsuccessful Job Search Experience, Australia (6245.0)*.



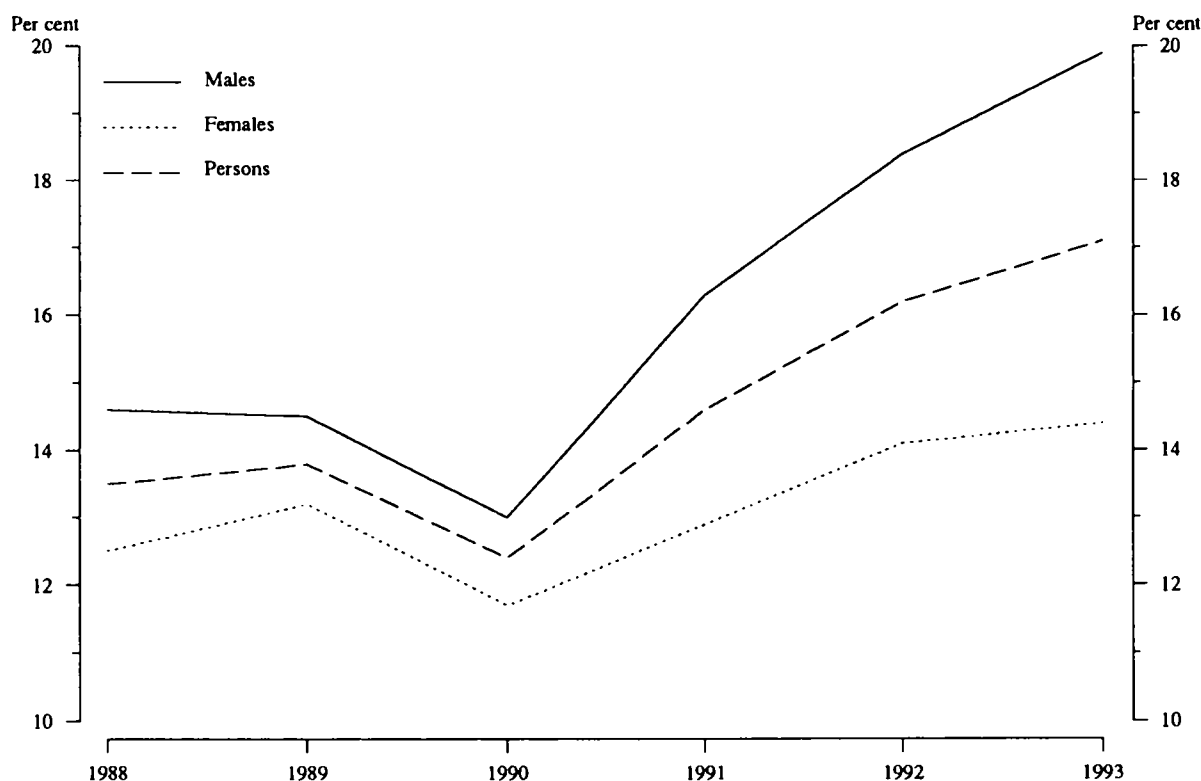
### Labour Force Experience

An estimated 2,110,100 persons looked for work at some time during the year ending March 1993. The proportion of males who looked for work at some time during that year increased from 13 per cent in 1990 to 20 per cent in 1993 and for females there was an increase from 12 per cent in 1990 to 14 per cent in 1993.

Of the 2,110,100 persons who looked for work during the year ending March 1993, 77 per cent had only one spell of looking for work and spent, on average, 25 weeks looking for work.

An estimated 386,500 persons had looked for work for 52 weeks, and 807,200 persons had looked for work for less than 13 weeks.

**CHART 4.8. ALL PERSONS: PROPORTION WHO HAD LOOKED FOR WORK AT SOME TIME IN THE PREVIOUS TWELVE MONTHS, AUSTRALIA**



Source: Labour Force Experience, Australia (6206.0).

**TABLE 4.14. PERSONS IN THE LABOUR FORCE AT SOME TIME DURING THE YEAR ENDING MARCH 1993: PROPORTION WHO LOOKED FOR WORK AT SOME TIME, AGE AND MARITAL STATUS, AUSTRALIA (per cent)**

Age group (years)	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
15-19	74.2	55.5	61.8	45.7	44.8	45.3	46.0	45.1	45.6
20-24	32.7	28.0	29.8	35.5	30.9	33.5	35.1	30.1	32.8
25-34	19.4	17.9	18.7	30.3	24.4	27.9	23.6	20.1	22.1
35-44	15.6	14.8	15.3	26.5	22.9	24.8	17.7	16.6	17.2
45-54	12.9	11.3	12.2	24.7	24.7	24.7	14.6	14.2	14.4
55-59	18.1	6.0	14.3	19.4	17.3	18.4	18.3	8.9	15.0
60-64	18.0	*3.4	14.7	26.9	*8.8	19.6	19.5	5.1	15.7
65-69	*5.9	*2.9	*5.3	*11.3	*0.0	*6.4	6.8	*2.0	5.5
Total	16.7	15.2	16.1	33.9	30.6	32.4	23.2	21.5	22.5

Source: Labour Force Experience, Australia (6206.0).

### Educational Attainment

As a percentage of the total unemployed, persons with post-school qualifications rose from 29 per cent to 38 per cent between February 1988 and February 1993. In contrast, the proportion of total unemployed persons who were without post-school qualifications fell from 65 per cent to 58 per cent. Persons without post-school qualifications who had not attended the highest level of secondary schooling available fell from 49 per cent of total unemployed persons in February 1988 to 38 per cent in February 1993.

The unemployment rate for persons with post-school qualifications decreased from 5.1 per cent in February 1988 to 4.4 per cent in February 1990, then increased to 9.1 per cent in February 1993. For persons with a degree, the unemployment rate rose from 3.6 per cent in February 1988 to 6.2 per cent in February 1993. Between February 1991 and February 1993 the unemployment rate for persons without post-school qualifications increased from 11.5 per cent to 14.8 per cent.

TABLE 4.15. UNEMPLOYED PERSONS AGED 15 TO 69 : EDUCATIONAL ATTAINMENT AND UNEMPLOYMENT RATES, AUSTRALIA, FEBRUARY 1988 TO FEBRUARY 1993

February	With post-school qualifications				Without post-school qualifications		Total(b)	Total(c)
	Degree	Trade qualifi- cation	Certif- icate or diploma	Total(a)	Attended highest level of secondary school	Did not attend highest level of secondary school		
UNEMPLOYED ('000)								
1988	27.2	61.8	89.5	181.8	97.2	r 310.5	410.9	633.0
1989	32.3	46.6	83.6	165.9	97.0	r 286.3	384.8	588.0
1990	37.5	46.3	80.5	168.3	97.0	r 279.2	377.4	581.8
1991	44.2	88.2	131.2	269.3	133.1	r 352.3	486.4	800.7
1992	59.4	118.6	161.9	344.6	181.5	r 412.6	596.6	986.1
1993	65.3	135.1	185.7	394.1	197.5	400.2	601.5	1,040.5
UNEMPLOYMENT RATE (per cent)								
1988	3.6	4.8	6.1	5.1	9.5	r 10.1	10.0	8.1
1989	4.0	3.6	5.3	4.5	9.0	9.2	r 9.1	7.3
1990	4.3	3.6	5.0	4.4	8.3	9.0	8.8	7.0
1991	4.8	6.6	7.6	6.7	10.8	11.7	11.5	9.5
1992	5.9	8.7	9.1	8.3	14.1	r 14.2	14.2	11.5
1993	6.2	9.6	10.2	9.1	14.6	14.8	14.8	12.1
AVERAGE DURATION OF UNEMPLOYMENT (weeks)								
1988	24.9	r 48.2	33.9	r 38.1	r 27.6	r 57.4	r 50.6	r 44.6
1989	23.4	r 64.3	31.7	r 39.6	22.6	r 59.3	50.1	r 44.9
1990	27.6	37.4	33.5	33.1	23.4	r 48.0	41.9	37.4
1991	17.9	36.0	30.0	30.2	20.5	r 49.7	41.7	36.3
1992	26.4	43.0	38.1	37.8	29.1	r 58.7	49.8	44.3
1993	37.8	51.3	43.9	46.9	34.4	66.9	56.4	51.3
MEDIAN DURATION OF UNEMPLOYMENT (weeks)								
1988	7	15	8	9	9	24	17	13
1989	8	19	8	9	8	18	13	11
1990	8	8	7	8	6	13	10	9
1991	8	13	11	11	9	18	13	13
1992	12	26	15	17	12	33	26	21
1993	16	26	19	22	12	34	26	24

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school. (c) Includes persons aged 15 to 20 still at school.

Source: Labour Force Status and Educational Attainment, Australia (6235.0).

TABLE 4.16. UNEMPLOYED PERSONS AGED 15 TO 69: EDUCATIONAL ATTAINMENT AND AGE, AUSTRALIA,  
FEBRUARY 1993  
(<sup>'000</sup>)

	Age group (years)						
Educational attainment	15 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 69	Total
MALES							
With post-school qualifications	7.5	38.8	66.6	56.2	32.5	29.6	231.2
Degree	* 0.0	4.8	9.7	11.5	4.7	* 2.9	33.5
Trade qualification	* 1.3	19.1	33.2	29.3	19.6	20.8	123.3
Certificate or diploma	5.6	14.9	21.4	15.2	7.5	4.6	69.1
Other	* 0.6	* 0.0	* 2.3	* 0.2	* 0.8	* 1.3	5.3
Without post-school qualifications	80.4	78.5	90.7	61.0	37.1	30.1	377.9
Attended highest level of secondary school available	41.6	30.4	21.2	12.3	6.4	3.6	115.4
Did not attend highest level of secondary school available	38.8	48.1	69.6	48.4	30.1	25.6	260.5
Left at age —							
18 and over	* 0.9	* 2.2	* 2.5	* 0.9	* 1.3	* 0.4	8.3
16 or 17	22.2	28.0	28.8	16.3	4.5	* 2.7	102.6
14 or 15	15.3	16.7	33.5	25.1	19.1	17.2	126.9
13 and under	* 0.3	* 1.2	4.7	6.1	5.1	5.3	22.6
Never attended school	* 0.0	* 0.0	* 0.0	* 0.3	* 0.7	* 0.9	* 2.0
Still at school	22.0	* 0.0	..	..	..	..	22.0
Total	109.9	117.3	157.3	117.2	69.7	59.7	631.1
FEMALES							
With post-school qualifications	12.0	39.1	50.0	38.0	20.5	* 3.2	162.9
Degree	* 0.0	8.4	10.3	7.0	5.6	* 0.5	31.8
Trade qualification	* 0.8	3.6	* 2.5	* 3.2	* 1.2	* 0.3	11.8
Certificate or diploma	10.7	26.2	36.6	27.7	13.2	* 2.3	116.6
Other	* 0.5	* 0.9	* 0.7	* 0.2	* 0.4	* 0.0	* 2.6
Without post-school qualifications	55.4	44.2	49.0	41.3	28.2	5.5	223.6
Attended highest level of secondary school available	35.1	24.1	11.7	8.2	* 2.5	* 0.4	82.1
Did not attend highest level of secondary school available	20.3	20.0	37.0	32.4	25.7	4.4	139.8
Left at age —							
18 and over	* 1.7	* 0.6	* 0.8	* 0.0	* 0.0	* 0.0	* 3.2
16 or 17	9.3	11.8	19.7	11.1	6.2	* 0.3	58.4
14 or 15	9.1	7.6	15.1	17.6	16.3	* 2.9	68.5
13 and under	* 0.2	* 0.0	* 1.4	3.6	* 3.3	* 1.2	9.7
Never attended school	* 0.0	* 0.0	* 0.3	* 0.8	* 0.0	* 0.6	* 1.8
Still at school	22.9	* 0.0	..	..	..	..	22.9
Total	90.2	83.3	99.0	79.4	48.7	8.7	409.3
PERSONS							
With post-school qualifications	19.5	77.9	116.6	94.3	53.0	32.8	394.1
Degree	* 0.0	13.3	20.0	18.4	10.2	* 3.4	65.3
Trade qualification	* 2.1	22.7	35.8	32.6	20.8	21.1	135.1
Certificate or diploma	16.3	41.0	57.9	42.9	20.7	6.9	185.7
Other	* 1.1	* 0.9	* 2.9	* 0.4	* 1.3	* 1.3	7.9
Without post-school qualifications	135.7	122.7	139.7	102.3	65.4	35.6	601.5
Attended highest level of secondary school available	76.7	54.6	32.9	20.5	8.9	4.1	197.5
Did not attend highest level of secondary school available	59.0	68.1	106.6	80.7	55.8	30.0	400.2
Left at age —							
18 and over	* 2.6	* 2.9	* 3.3	* 0.9	* 1.3	* 0.4	11.4
16 or 17	31.5	39.9	48.5	27.4	10.7	* 3.0	161.1
14 or 15	24.4	24.3	48.7	42.7	35.4	20.0	195.4
13 and under	* 0.5	* 1.2	6.1	9.7	8.3	6.5	32.3
Never attended school	* 0.0	* 0.0	* 0.3	* 1.1	* 0.7	* 1.6	3.7
Still at school	44.9	* 0.0	..	..	..	..	44.9
Total	200.1	200.6	256.3	196.6	118.4	68.4	1,040.5

Source : Labour Force Status and Educational Attainment, Australia (6235.0).

## Families

In June 1993, of the 590,900 families with one or more members unemployed, 44 per cent had no member employed, 35 per cent had one employed and 21 per cent had two or more employed. Dependants were present in 60 per cent of the 590,900 families with one or more members unemployed.

Unemployment rates varied from 19 per cent for full-time students aged 15-24 to 17 per cent for sole parents to 7 per cent for husband or wife in married-couple families. For persons who were not a member of a family the unemployment rate was 14 per cent. The average duration of unemployment for husbands or wives was 65 weeks. For sole parents it was 48 weeks and for those who were not members of a family, 60 weeks (living alone 80 weeks, not living alone 45 weeks).

**TABLE 4.17. FAMILIES WITH ONE OR MORE MEMBERS UNEMPLOYED: TYPE OF FAMILY, LABOUR FORCE STATUS(a) OF FAMILY MEMBERS AND WHETHER DEPENDANTS PRESENT, AUSTRALIA, JUNE 1993**  
(<sup>'000 families</sup>)

	None employed			One employed			Two or more employed			Total		
	One unemp-loyed	Two or more unemp-loyed	Total	One unemp-loyed	Two or more unemp-loyed	Total	One unemp-loyed	Two or more unemp-loyed	Total	One unemp-loyed	Two or more unemp-loyed	Total
Married-couple families	142.4	46.0	188.3	144.8	15.4	160.2	99.9	11.8	111.7	387.1	73.1	460.2
With dependants present	93.2	28.7	121.9	87.7	9.4	97.1	62.7	6.2	68.9	243.7	44.3	288.0
Without dependants present	49.1	17.3	66.4	57.1	6.0	63.1	37.3	5.6	42.8	143.5	28.8	172.3
One-parent families	39.4	3.9	43.3	14.2	* 1.5	15.7	4.0	* 0.1	4.1	57.5	5.4	63.0
Other families	22.3	8.2	30.5	28.3	* 0.7	29.0	7.8	* 0.3	8.1	58.5	9.2	67.7
All families	204.1	58.1	262.1	187.3	17.6	204.9	111.7	12.1	123.9	503.1	87.8	590.9
With dependants present	133.9	33.0	166.9	102.8	10.9	113.6	66.9	6.3	73.2	303.5	50.2	353.7
Without dependants present	70.2	25.0	95.3	84.5	6.7	91.3	44.9	5.8	50.7	199.6	37.6	237.2

(a) Labour force status refers to persons aged 15 and over only.

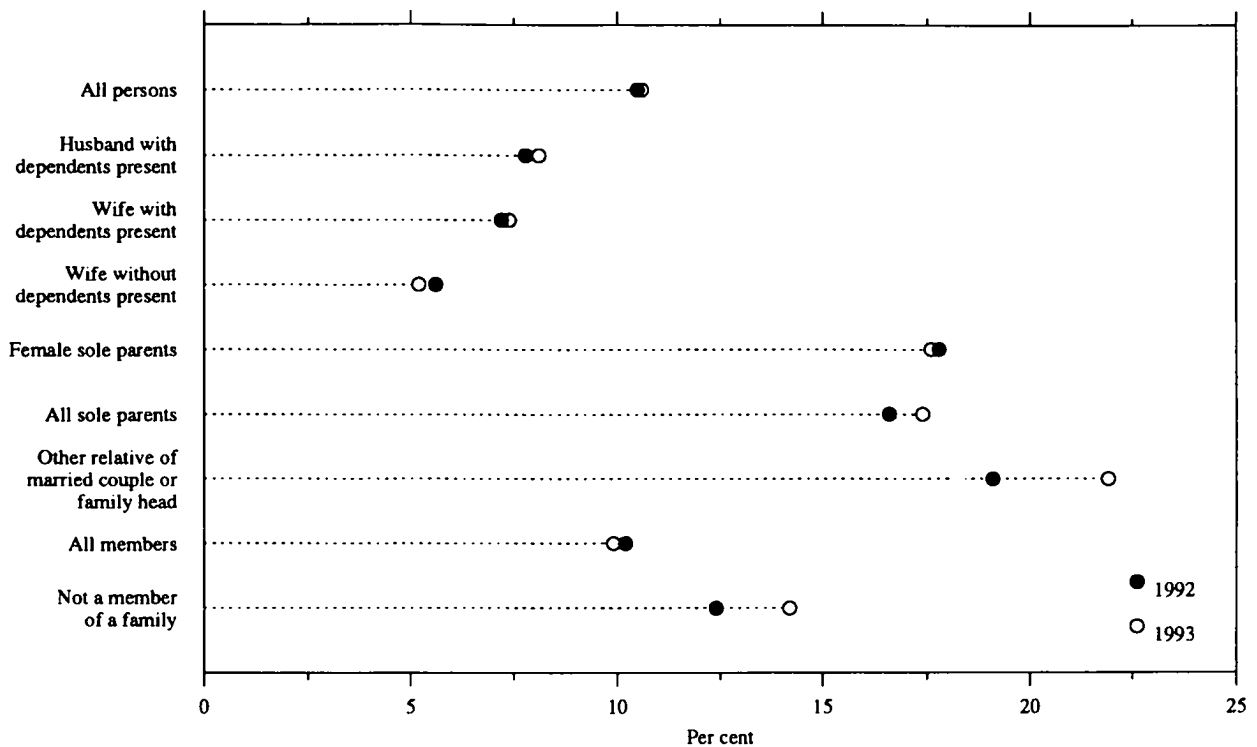
Source: *Labour Force Status and Other Characteristics of Families, Australia, (6224.0)*.

**TABLE 4.18. FAMILY STATUS OF UNEMPLOYED PERSONS(a): UNEMPLOYMENT RATES, AUSTRALIA, JUNE 1991 TO JUNE 1993**  
(per cent)

	Males			Females			Persons		
	June 1991	June 1992	June 1993	June 1991	June 1992	June 1993	June 1991	June 1992	June 1993
Member of a family	8.8	10.6	10.4	8.2	9.6	9.2	8.5	10.2	9.9
Husband or wife	6.2	7.6	7.8	5.7	6.6	6.5	6.0	7.2	7.3
With dependants present	6.3	7.8	8.1	6.4	7.2	7.4	6.3	7.6	7.8
Without dependants present	5.9	7.2	7.3	4.8	5.6	5.2	5.4	6.5	6.4
Sole parent	12.7	10.3	16.0	14.0	17.7	17.6	13.8	16.5	17.4
Other family head	13.1	11.2	14.6	7.9	11.7	12.4	10.0	11.5	13.3
Full-time student aged 15-24(b)	17.7	19.3	21.2	15.8	16.9	17.3	16.7	18.0	19.0
Other child(c) of married couple or family head	16.6	20.6	17.6	13.6	16.5	14.0	15.5	19.0	16.3
Other relative of married couple or family head	21.1	20.3	23.0	20.2	16.8	20.2	20.7	19.1	21.9
Not a member of a family	10.8	13.3	16.3	9.4	11.0	11.1	10.3	12.4	14.2
Living alone	10.4	12.1	15.4	8.0	8.5	9.4	9.4	10.7	13.1
Not living alone	11.2	14.4	17.0	10.4	13.0	12.5	10.9	13.8	15.1
Total	9.1	11.0	11.3	8.4	9.8	9.5	8.8	10.5	10.6

(a) Civilians who were residents of households where family status was determined. See the Technical Notes for further information. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over. Source: *Labour Force Status and Other Characteristics of Families, Australia (6224.0)*.

CHART 4.9. UNEMPLOYMENT RATES: FAMILY STATUS,  
AUSTRALIA, JUNE 1992 AND JUNE 1993



Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

TABLE 4.19. FAMILY STATUS OF UNEMPLOYED PERSONS(a): DURATION OF UNEMPLOYMENT,  
AUSTRALIA, JUNE 1993

	Duration of unemployment (weeks)							Total	Average duration	Median duration
	Under 2	2 and under 4	4 and under 8	8 and under 13	13 and under 26	26 and under 52	52 and over			
	— '000 —									— weeks —
Member of a family	39.2	46.2	53.1	47.6	112.7	131.7	260.6	691.1	58.2	27
Husband or wife	19.1	27.0	24.2	24.8	54.3	66.8	153.4	369.6	64.9	32
With dependants present	13.4	19.5	16.1	16.0	35.5	44.2	94.5	239.1	59.8	30
Without dependants present	5.8	7.5	8.2	8.8	18.8	22.5	58.9	130.5	74.2	38
Sole parent	* 2.4	* 3.0	* 3.1	3.9	6.4	6.4	14.2	39.4	48.4	26
Other family head	* 0.4	* 0.7	* 1.9	* 2.3	* 3.0	* 2.3	7.2	17.8	79.1	26
Full-time student aged 15-24(b)	8.4	5.5	7.8	4.2	13.7	9.7	11.1	60.4	27.3	18
Other child(c) of married couple or family head	7.9	9.5	14.1	11.1	30.8	41.4	66.3	181.1	54.4	27
Other relative of married couple or family head	* 1.0	* 0.5	* 1.9	* 1.3	4.5	5.1	8.4	22.8	62.8	30
Not a member of a family	5.4	10.3	17.8	14.1	32.6	29.6	69.6	179.4	59.9	28
Living alone	* 3.2	4.6	5.5	* 2.9	11.5	11.6	37.3	76.6	79.6	47
Not living alone	* 2.2	5.7	12.3	11.1	21.1	18.1	32.3	102.8	45.3	24
<b>Total</b>	<b>44.6</b>	<b>56.6</b>	<b>70.8</b>	<b>61.7</b>	<b>145.3</b>	<b>161.3</b>	<b>330.2</b>	<b>870.5</b>	<b>58.5</b>	<b>27.1</b>

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

### Job Vacancies

A job vacancy is a job available for immediate filling on the survey reference date and for which recruitment action has been taken. For a full definition of a job vacancy refer to the Glossary. Vacancies available only to persons already employed by the organisation are excluded.

The number of job vacancies in Australia at November 1993 was estimated at 38,200 — an increase of 9,000 since November 1992.

The greatest increases in numbers of vacancies since November 1992 were recorded in the Retail trade (2,600) and Construction (1,700) industries.

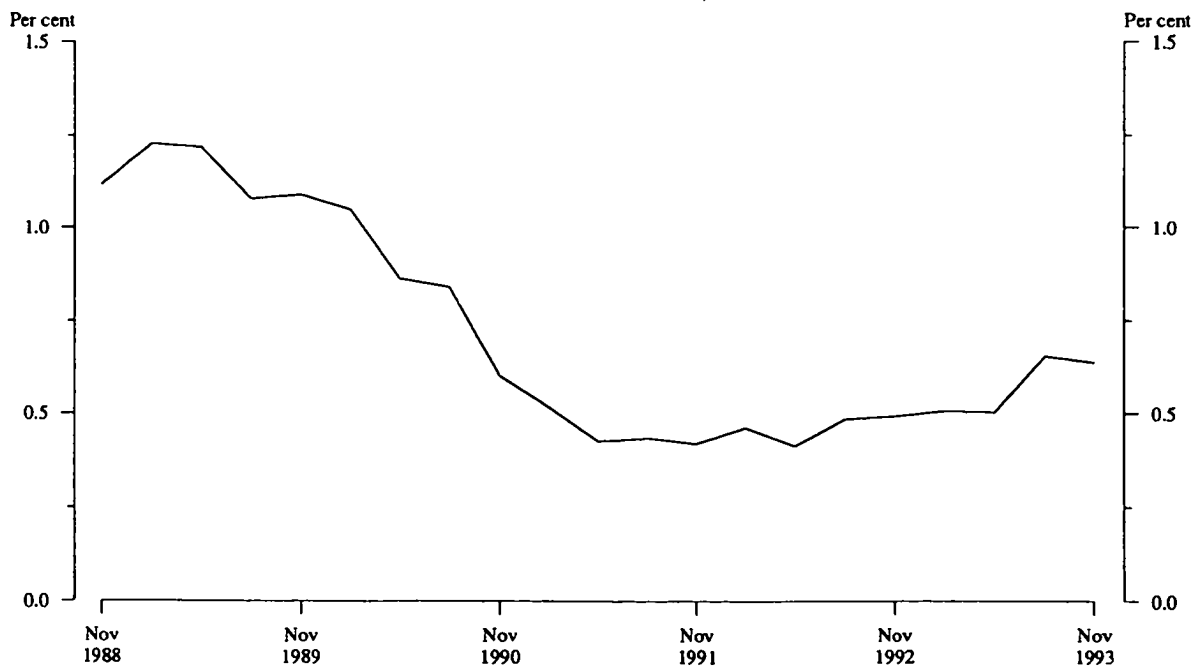
TABLE 4.20. JOB VACANCIES : INDUSTRY, AUSTRALIA, NOVEMBER 1988 TO NOVEMBER 1993  
(<sup>'000</sup>)

Industry	November					
	1988	1989	1990	1991	1992	1993
Mining	0.7	0.4	0.3	0.3	0.2	0.7
Manufacturing	15.1	11.7	3.7	*3.3	4.5	4.9
Electricity, gas and water	0.8	0.7	0.4	0.2	0.2	0.2
Construction	3.5	3.3	1.1	1.8	0.5	2.2
Wholesale trade	1.9	4.2	2.0	0.9	1.2	2.2
Retail trade	13.6	9.9	4.0	4.4	3.5	6.1
Transport and storage; Communication	2.0	2.3	*1.0	*1.0	1.5	2.2
Public administration and defence(a)	4.3	4.9	3.7	2.5	2.8	3.1
Community services	13.2	12.8	10.3	6.4	5.7	6.8
Other(b)	11.5	12.5	7.6	4.2	9.1	9.7
<b>Total all industries</b>	<b>66.6</b>	<b>62.7</b>	<b>34.1</b>	<b>24.9</b>	<b>29.2</b>	<b>38.2</b>

(a) Excludes permanent defence forces. (b) Comprises Finance, property and business services and Recreation, personal and other services.

Source: *Job Vacancies and Overtime, Australia (6354.0)*.

CHART 4.10. JOB VACANCY RATE, AUSTRALIA



Source: *Job Vacancies and Overtime, Australia (6354.0)*

## CHAPTER 5

### PERSONS NOT IN THE LABOUR FORCE

Persons not in the labour force represent that group of the population who during a particular week are neither employed nor unemployed. From the labour market perspective, the main interest is in their potential to participate in the labour force. In addition to analysing persons not in the labour force by their demographic and family characteristics, attention is also focussed on their degree of attachment to the labour force. This is achieved by examining the concepts of 'marginal attachment to the labour force' and 'discouraged jobseekers'.

The sources for the statistics in this chapter are the ABS monthly Labour Force Survey and associated supplementary surveys. In particular, a survey of persons not in the labour force is conducted annually to examine the labour force attachments of persons not in the labour force.

#### Persons Not In the Labour Force

There were 5,254,300 persons not in the labour force in August 1993, 1,840,500 males and 3,413,800 females.

Females comprised 65 per cent of persons not in the labour force in August 1993 compared with 71 per cent ten years earlier.

In August 1993, 37 per cent of persons not in the labour force were aged 65 and over, compared with 31 per cent in August 1983.

A survey conducted in September 1993 provided details of the characteristics of persons aged 15 to 69 who were not in the labour force. There were 3,756,400 persons not in the labour force, accounting for 30 per cent of the civilian population aged 15 to 69. This proportion has changed little over the last five years.

- Females comprised some 67 per cent of those not in the labour force, whereas they constituted 42 per cent of persons in the labour force.
- Some 69 per cent of women not in the labour force reported home duties/child care as their main activity. This category accounted for 4 per cent of men not in the labour force.
- The most common main activities for males who were not in the labour force were retired/voluntarily inactive (37%) and attending an educational institution (32%).

Some 32 per cent of persons not in the labour force reported that they would like a job. Of those who were attending an educational institution, 42 per cent wanted a job, while of persons whose main activity was retired/voluntarily inactive, 11 per cent reported that they wanted to work.

#### Persons Not In The Labour Force With Marginal Attachment to the Labour Force

Persons not in the labour force can be classified as either having or not having marginal attachment to the labour force. In order to be marginally attached, a person must be neither employed nor unemployed but nevertheless seeking work, or would be available to start work within four weeks.

Persons with marginal attachment to the labour force numbered 907,800 in September 1993. This represents 24 per cent of all persons aged 15 to 69 not in the labour force. This proportion has risen gradually since September 1989 when it was 20 per cent.

The majority of marginally attached persons were female (600,700 or 73%). Of the marginally attached women, 213,900 (32%) gave childcare as the main reason for not actively looking for work. Another 90,800 (14%) gave attending an educational institution as the main reason for not seeking work. Some 16 per cent gave reasons which classified them as discouraged jobseekers.

Of the 247,100 males who were marginally attached to the labour force, 88,100 (36%) gave attending an educational institution as the main reason for not actively looking for work, 36,000 (15%) gave own ill health/physical disability as the main reason and 16 per cent were discouraged jobseekers.

TABLE 5.1. PERSONS NOT IN THE LABOUR FORCE: AGE, AUSTRALIA, AUGUST 1983 TO AUGUST 1993  
(<sup>'000</sup>)

August	Age group								70 and over	Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69		
MALES										
1983	271.0	69.0	57.2	52.1	74.5	82.0	183.2	216.3	373.8	1,379.2
1984	267.6	71.0	62.1	57.1	78.1	89.0	190.6	216.7	386.6	1,418.8
1985	280.8	68.6	70.2	57.8	79.4	90.7	198.3	219.8	403.9	1,469.5
1986(a)	284.2	72.2	67.3	65.2	80.9	93.2	193.2	233.9	419.3	1,509.4
1987	299.5	69.7	71.3	66.4	87.2	96.8	196.9	243.6	434.2	1,565.4
1988	311.7	65.1	85.0	71.7	109.1	98.9	190.2	257.5	444.8	1,633.9
1989 r	288.8	71.6	72.1	84.6	100.7	93.0	183.7	267.4	454.1	1,616.0
1990 r	297.4	76.7	80.5	73.5	96.3	88.2	182.1	274.4	469.6	1,638.7
1991 r	321.7	90.5	79.5	81.2	99.0	103.8	184.6	272.6	491.0	1,724.0
1992 r	309.4	89.0	95.5	88.9	111.8	97.3	187.2	275.6	510.3	1,765.0
1993	311.8	102.3	90.5	89.7	123.5	115.1	189.3	283.9	534.4	1,840.5
FEMALES										
1983	270.2	193.4	588.8	421.2	381.3	267.7	303.3	280.8	592.4	3,299.1
1984	279.6	186.8	568.9	429.1	374.0	270.9	316.5	273.6	620.5	3,319.9
1985	281.5	173.8	542.3	417.3	377.6	272.3	323.7	282.3	642.7	3,313.6
1986(a)	287.1	165.7	520.4	397.8	351.9	263.8	321.1	293.3	665.2	3,266.3
1987	315.0	157.8	507.1	399.3	354.8	254.4	320.1	301.8	681.2	3,291.4
1988	303.1	156.6	514.6	384.9	351.6	248.4	315.4	317.2	696.8	3,288.6
1989 r	295.4	148.0	484.3	376.3	346.6	245.0	320.3	328.8	710.3	3,255.1
1990 r	294.5	141.3	489.0	356.8	345.3	237.7	310.2	330.8	733.3	3,238.8
1991 r	313.9	159.5	483.2	367.1	345.1	231.6	315.1	331.7	760.1	3,307.3
1992 r	294.5	171.3	493.0	374.3	344.1	232.4	318.4	337.2	784.0	3,349.2
1993	313.8	175.1	486.2	398.4	351.1	239.4	304.3	336.7	808.8	3,413.8
PERSONS										
1983	541.2	262.4	646.1	473.3	455.8	349.7	486.5	497.1	966.2	4,678.3
1984	547.2	257.8	631.0	486.2	452.1	359.9	507.2	490.3	1,007.2	4,738.7
1985	562.2	242.5	612.6	475.2	457.0	363.1	522.0	502.0	1,046.5	4,783.1
1986(a)	571.3	237.9	587.7	463.0	432.8	357.0	514.3	527.1	1,084.5	4,775.7
1987	614.5	227.5	578.4	465.7	441.9	351.1	517.0	545.3	1,115.4	4,856.8
1988	614.8	221.7	599.6	456.6	460.7	347.3	505.5	574.8	1,141.5	4,922.5
1989 r	584.3	219.6	556.4	460.9	447.4	338.0	504.0	596.2	1,164.4	4,871.1
1990 r	591.9	218.0	569.5	430.3	441.6	325.9	492.2	605.2	1,202.8	4,877.5
1991 r	635.6	250.0	562.6	448.3	444.1	335.4	499.7	604.4	1,251.1	5,031.2
1992 r	603.8	260.3	588.6	463.2	455.9	329.7	505.6	612.8	1,294.3	5,114.2
1993	625.6	277.4	576.7	488.2	474.6	354.5	493.6	620.5	1,343.2	5,254.3

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 5.2. PERSONS NOT IN THE LABOUR FORCE: WHETHER LOOKING FOR WORK AND MARITAL STATUS, AUSTRALIA, AUGUST 1993  
(<sup>'000</sup>)

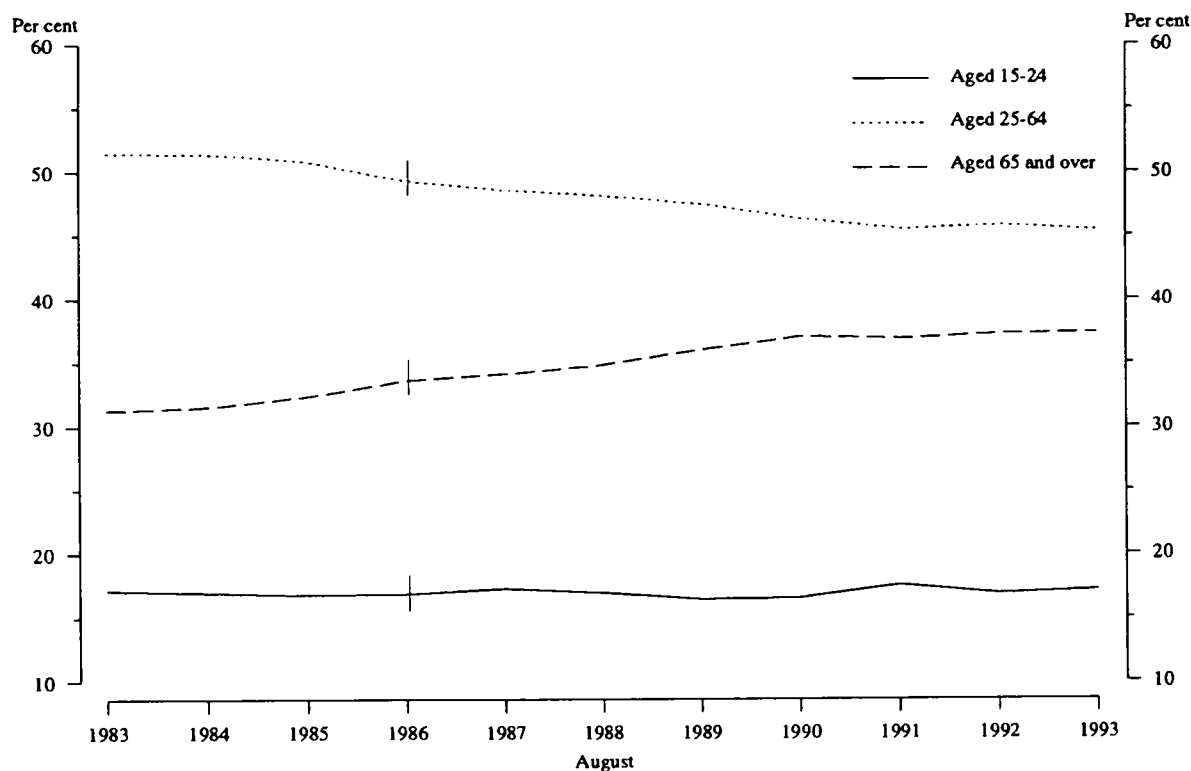
	Males			Females			Persons
	Married	Not married	Total	Married	Not married	Total	
Looking for work	19.4	33.9	53.3	41.4	36.9	78.3	131.6
Took active steps to find work(a)	9.5	15.2	24.8	12.9	18.3	31.3	56.0
Did not take active steps to find work	9.8	18.7	28.5	28.4	18.6	47.0	75.5
Not looking for work	951.9	724.7	1,676.6	1,838.8	1,329.1	3,167.9	4,844.5
Permanently unable to work	14.6	15.6	30.2	6.1	17.0	23.1	53.3
In institutions	21.2	49.6	70.8	14.0	122.0	136.0	206.8
Total	1,007.0	833.4	1,840.5	1,900.3	1,513.6	3,413.8	5,254.3

(a) Not available to start work in the reference week for reasons other than own temporary illness or injury.

Source: *The Labour Force, Australia* (6203.0).



CHART 5.1. PERSONS NOT IN THE LABOUR FORCE BY AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.  
Source: *The Labour Force, Australia* (6203.0).

TABLE 5.3. PERSONS NOT IN THE LABOUR FORCE(a): FAMILY STATUS, AUSTRALIA, AUGUST 1993

	Number ('000)			Proportion of population (b) (pr cent)		
	Males	Females	Persons	Males	Females	Persons
Member of a family	1,346.2	2,498.4	3,844.6	25.2	46.0	35.7
Husband or wife	927.8	1,787.2	2,715.0	23.6	46.8	35.0
With dependants present	131.0	766.3	897.3	6.6	39.5	22.8
Without dependants present	796.7	1,021.0	1,817.7	41.1	54.2	47.6
Sole parent	10.7	183.9	194.6	21.7	48.0	45.0
Other family head	27.1	130.5	157.5	34.7	61.2	54.1
Full-time student aged 15-24(c)	287.4	269.2	556.6	67.3	59.9	63.5
Other child(b) of married couple or family head	64.4	50.0	114.4	8.5	11.2	9.5
Other relative of married couple or family head	28.8	77.5	106.3	32.0	66.4	51.4
Not a member of a family	297.8	603.6	901.3	28.4	55.1	42.0
Living alone	220.0	526.0	746.0	38.7	71.0	57.0
Not living alone	77.8	77.6	155.3	16.2	21.9	18.6
<b>Total</b>	<b>1,840.5</b>	<b>3,413.8</b>	<b>5,254.3</b>	<b>27.1</b>	<b>48.7</b>	<b>38.1</b>

(a) Civilians who were residents of households where family status was determined. (b) Aged 15 and over. (c) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads.

Source: *The Labour Force, Australia* (6203.0).

TABLE 5.4. CIVILIAN POPULATION AGED 15 TO 69: LABOUR FORCE STATUS AND MARGINAL ATTACHMENT TO THE LABOUR FORCE, AUSTRALIA, SEPTEMBER 1989 TO SEPTEMBER 1993 ('000)

	Sept. 1989	Sept. 1990	Sept. 1991	Sept. 1992	Sept. 1993
MALES					
Civilian population aged 15 to 69	5,977.6	6,070.2	6,158.6	6,230.5	6,287.9
Persons in the labour force	4,872.8	4,971.4	4,986.0	5,007.1	5,049.5
Employed	4,598.4	4,608.3	4,463.1	4,441.2	4,483.7
Unemployed	274.4	363.1	522.8	565.9	565.8
Persons not in the labour force	1,104.8	1,098.8	1,172.6	1,223.4	1,238.4
With marginal attachment to the labour force	186.9	195.4	220.5	246.7	247.1
Wanted to work and were actively looking for work	25.8	26.3	23.6	29.4	28.1
Were available to start work within four weeks	12.6	12.6	10.7	16.0	16.3
Were not available to start work within four weeks	13.2	13.7	12.9	13.3	11.8
Wanted to work but were not actively looking for work and were available to start work within four weeks	161.1	169.2	196.9	217.3	219.0
Discouraged jobseekers	18.2	24.2	34.5	37.8	40.0
Other	142.9	144.9	162.4	179.5	179.0
Without marginal attachment to the labour force	917.9	903.4	952.1	976.5	991.3
Wanted to work but were not actively looking for work and were not available to start work within four weeks	76.4	85.1	77.5	89.0	98.6
Did not want to work	759.1	743.3	787.4	817.8	813.1
Permanently unable to work	25.3	34.8	32.5	30.6	35.0
Institutionalised persons(a) and boarding school pupils	57.0	40.2	54.8	39.3	44.6
FEMALES					
Civilian population aged 15 to 69	5,905.8	5,994.1	6,076.8	6,155.2	6,213.1
Persons in the labour force	3,443.5	3,542.8	3,605.6	3,640.5	3,695.1
Employed	3,217.1	3,278.4	3,262.4	3,281.1	3,321.3
Unemployed	226.4	264.4	343.2	359.4	373.8
Persons not in the labour force	2,462.3	2,451.3	2,471.3	2,514.7	2,518.0
With marginal attachment to the labour force	521.5	557.1	598.8	599.7	660.7
Wanted to work and were actively looking for work	29.5	31.3	23.0	29.7	30.2
Were available to start work within four weeks	15.2	18.9	13.4	17.8	18.5
Were not available to start work within four weeks	14.4	12.4	9.6	11.9	11.7
Wanted to work but were not actively looking for work and were available to start work within four weeks	492.0	525.8	575.8	570.0	630.4
Discouraged jobseekers	57.9	76.6	103.7	107.8	107.4
Other	434.1	449.2	472.1	462.2	523.1
Without marginal attachment to the labour force	1,940.8	1,894.2	1,872.5	1,915.0	1,857.4
Wanted to work but were not actively looking for work and were not available to start work within four weeks	209.9	225.4	199.6	166.0	172.4
Did not want to work	1,692.0	1,618.3	1,621.6	1,698.3	1,636.6
Permanently unable to work	9.8	17.6	15.5	14.2	14.0
Institutionalised persons(a) and boarding school pupils	29.2	32.9	35.7	36.5	34.3
PERSONS					
Civilian population aged 15 to 69	11,883.4	12,064.3	12,235.4	12,385.7	12,501.0
Persons in the labour force	8,316.3	8,514.2	8,591.5	8,647.5	8,744.6
Employed	7,815.5	7,886.8	7,725.5	7,722.2	7,804.9
Unemployed	500.8	627.5	866.0	925.3	939.6
Persons not in the labour force	3,567.1	3,550.1	3,643.9	3,738.1	3,756.4
With marginal attachment to the labour force	708.4	752.5	819.3	846.4	907.8
Wanted to work and were actively looking for work	55.3	57.6	46.7	59.1	58.3
Were available to start work within four weeks	27.7	31.5	24.1	33.8	34.8
Were not available to start work within four weeks	27.6	26.1	22.5	25.3	23.5
Wanted to work but were not actively looking for work and were available to start work within four weeks	653.1	694.9	772.7	787.3	849.5
Discouraged jobseekers	76.1	100.9	138.2	145.6	147.4
Other	577.0	594.1	634.5	641.7	702.0
Without marginal attachment to the labour force	2,858.7	2,797.6	2,824.6	2,891.7	2,848.7
Wanted to work but were not actively looking for work and were not available to start work within four weeks	286.3	310.5	277.1	255.0	271.0
Did not want to work	2,451.1	2,361.6	2,409.0	2,516.1	2,449.7
Permanently unable to work	35.1	52.4	48.1	44.8	49.1
Institutionalised persons(a) and boarding school pupils	86.2	73.1	90.5	75.8	78.9

(a) Includes some patients in hospitals and sanatoriums and inmates of reformatories, gaols etc.

Source: *Persons Not In the Labour Force, Australia* (6220.0).

**TABLE 5.5. PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE:  
MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, AUSTRALIA, SEPTEMBER 1989 TO SEPTEMBER 1993**  
(<sup>'000</sup>)

	Sept. 1989	Sept. 1990	Sept. 1991	Sept. 1992	Sept. 1993
<b>MALES</b>					
Wanted to work and were actively looking for work	25.8	26.3	23.6	29.4	28.1
Wanted to work but were not actively looking for work and were available to start work within four weeks	161.1	169.2	196.9	217.3	219.0
<i>Main reason for not actively looking for work—</i>					
Had a job to go to(a)	8.0	7.1	7.3	8.5	8.3
Personal reasons	114.7	118.8	130.9	146.4	145.3
Own ill health/physical disability	34.9	35.6	29.4	33.4	36.0
Attending an educational institution	58.2	62.1	79.8	89.0	88.1
Other(b)	21.6	21.1	21.7	24.0	21.1
Family reasons	5.1	5.2	7.3	8.5	7.4
Discouraged jobseekers	18.2	24.2	34.5	37.8	40.0
No jobs in suitable hours	*1.1	*0.7	*2.6	*2.2	*1.1
Other reasons	12.6	12.0	13.5	13.0	16.1
Did not know	*1.5	*1.2	*0.8	*0.9	*0.9
<b>Total</b>	<b>186.9</b>	<b>195.4</b>	<b>220.5</b>	<b>246.7</b>	<b>247.1</b>
<b>FEMALES</b>					
Wanted to work and were actively looking for work	29.5	31.3	23.0	29.7	30.2
Wanted to work but were not actively looking for work and were available to start work within four weeks	492.0	525.8	575.8	570.0	630.4
<i>Main reason for not actively looking for work—</i>					
Had a job to go to(a)	12.1	12.7	18.8	16.3	13.5
Personal reasons	159.9	160.2	165.2	172.5	193.4
Own ill health/physical disability/pregnancy	44.3	43.3	35.6	38.1	43.4
Attending an educational institution	63.8	62.0	75.3	79.3	90.8
Had no need to work	25.9	31.9	30.2	30.7	32.8
Give others a chance	*2.8	*4.3	7.0	6.8	6.6
Welfare payments/pension may be affected	11.8	10.0	8.0	10.0	8.8
Moved house/holidays	11.2	8.7	9.1	7.6	11.1
Family reasons	222.5	234.5	247.2	241.0	275.5
Ill health of other than self	10.8	10.0	12.2	12.1	16.5
Childcare	175.6	176.3	193.7	200.1	213.9
Other family considerations	36.1	48.1	41.3	28.8	45.2
Discouraged jobseekers	57.9	76.6	103.7	107.8	107.4
Considered too young or too old by employers	22.8	26.0	16.8	25.2	33.7
Difficulties with language or ethnic background	*3.0	7.4	5.8	7.6	6.2
Lacked necessary schooling/training/skills/experience	9.0	11.3	11.6	13.9	18.6
No jobs in locality or line of work	19.3	24.5	38.1	33.3	31.3
No jobs at all	*3.8	7.4	31.4	27.9	17.6
No jobs in suitable hours	9.5	10.4	10.8	10.6	6.9
Other reasons	23.9	25.3	24.5	18.0	26.9
Did not know	6.2	6.0	5.6	3.9	6.8
<b>Total</b>	<b>521.5</b>	<b>557.1</b>	<b>598.8</b>	<b>599.7</b>	<b>660.7</b>
<b>PERSONS</b>					
Wanted to work and were actively looking for work	55.3	57.6	46.7	59.1	58.3
Wanted to work but were not actively looking for work and were available to start work within four weeks	653.1	694.9	772.7	787.3	849.5
<i>Main reason for not actively looking for work—</i>					
Had a job to go to(a)	20.1	19.8	26.1	24.9	21.9
Personal reasons	274.5	279.0	296.1	318.9	338.7
Own ill health/physical disability/pregnancy	79.2	78.9	65.0	71.5	79.5
Attending an educational institution	122.1	124.1	155.1	168.3	178.8
Had no need to work	34.9	42.5	41.5	41.7	42.4
Give others a chance	*3.1	5.1	7.9	7.8	6.9
Welfare payments/pension may be affected	16.3	13.6	11.6	15.5	12.4
Moved house/holidays	19.0	14.8	14.9	14.0	18.6
Family reasons	227.6	239.7	254.5	249.5	282.9
Ill health of other than self	11.4	11.3	14.0	15.0	18.6
Childcare	177.1	179.0	196.5	203.3	217.2
Other family considerations	39.1	49.4	44.1	31.2	47.1
Discouraged jobseekers	76.1	100.9	138.2	145.6	147.4
Considered too young or too old by employers	30.8	38.6	28.8	38.1	50.8
Difficulties with language or ethnic background	*3.8	9.2	7.3	9.1	8.8
Lacked necessary schooling/training/skills/experience	10.6	14.1	13.3	16.1	20.1
No jobs in locality or line of work	25.7	29.9	48.4	45.1	42.2
No jobs at all	5.2	9.0	40.3	37.3	25.5
No jobs in suitable hours	10.6	11.0	13.4	12.8	8.0
Other reasons	36.4	37.3	38.0	31.0	43.0
Did not know	7.7	7.2	6.4	4.7	7.7
<b>Total</b>	<b>708.4</b>	<b>752.5</b>	<b>819.3</b>	<b>846.4</b>	<b>907.8</b>

(a) Includes persons who had a job but, up to the end of the reference week, had been away from work without pay for four weeks or longer and had not been actively looking for work. (b) Includes 'Had no need to work', 'Give others a chance', 'Welfare payments/pensions may be affected' and 'Moved house/holidays'.

Source: *Persons Not In the Labour Force, Australia* (6220.0).

TABLE 5.6. PERSONS NOT IN THE LABOUR FORCE (a): SELECTED CHARACTERISTICS, AUSTRALIA, SEPTEMBER 1993 ('000)

	With marginal attachment to the labour force				Without marginal attachment to the labour force				Total not in the labour force
	Wanted to work and were actively looking for work	Wanted to work but were not actively looking for work and were available to start work within four weeks	Dis-couraged jobseeker	Other	Total	Wanted to work but neither looking nor available for work	Did not want to work	Total(b)	
<i>State —</i>									
New South Wales	23.5	47.5	229.3	276.8	300.4	97.8	877.6	1,002.1	1,302.5
Victoria	15.2	41.7	177.8	219.5	234.6	66.7	622.8	695.2	929.8
Queensland	7.9	24.0	129.7	153.7	161.6	42.8	419.5	468.3	629.8
South Australia	3.5	11.2	55.8	67.0	70.6	25.6	208.4	236.3	306.9
Western Australia	4.7	17.0	69.8	86.8	91.5	23.0	212.3	237.8	329.3
Tasmania	2.2	3.7	21.9	25.6	27.8	7.2	63.6	75.0	102.8
Northern Territory	* 0.4	* 1.2	5.7	6.9	7.3	3.3	18.1	21.6	28.9
Australian Capital Territory	* 1.0	1.1	12.0	13.1	14.0	4.7	27.4	33.5	47.6
<i>Age group (years) —</i>									
15-19	14.0	8.2	148.7	156.9	170.9	57.5	333.9	392.4	563.3
20-24	15.5	5.7	77.6	83.3	98.8	36.0	118.0	157.8	256.6
25-34	11.6	16.7	207.2	223.9	235.5	66.4	235.5	309.0	544.5
35-44	9.9	31.4	135.9	167.3	177.2	51.5	219.2	277.1	454.3
45-54	* 4.4	31.3	71.6	102.9	107.3	34.1	302.0	347.1	454.4
55-59	* 1.7	22.3	28.2	50.5	52.2	12.0	264.6	283.9	336.1
60-64	* 1.0	18.5	20.0	38.5	39.5	9.2	415.4	432.6	472.1
65-69	* 0.2	13.2	12.9	26.1	26.3	* 4.3	561.1	569.9	596.2
<i>Family status —</i>									
Member of a family	43.7	127.0	611.3	738.3	782.0	232.3	2,013.5	2,283.5	3,065.4
Husband or wife	19.4	99.9	366.6	466.6	485.9	138.4	1,467.5	1,626.8	2,112.7
Sole parent	* 3.8	9.2	84.0	93.2	97.0	22.7	64.1	87.7	184.7
Other member of a family(c)	20.5	17.8	160.7	178.5	199.0	71.2	481.9	569.0	768.0
Not a member of a family	10.3	14.6	54.2	68.7	79.0	28.1	323.2	360.2	439.2
Family status not determined	* 4.4	5.9	36.5	42.4	46.7	10.6	113.0	126.1	172.9
<i>Birthplace —</i>									
Born in Australia	43.8	90.7	524.2	614.8	658.7	185.5	1,694.1	1,917.0	2,575.7
Born outside Australia	14.5	56.8	177.9	234.6	249.1	85.6	755.6	852.8	1,101.9
Born in main English-speaking countries	* 4.0	19.7	65.4	85.1	89.1	23.6	216.9	244.4	333.6
Born in other countries	10.4	37.1	112.5	149.5	160.0	61.9	538.7	608.3	768.3
<i>Time since last job —</i>									
Had had a job	45.7	134.9	564.7	699.5	745.2	215.1	1,986.0	2,236.0	2,981.2
Under 12 months	23.4	23.1	142.5	165.6	188.9	71.2	227.2	299.0	487.9
1 and under 3 years	10.8	32.9	152.7	185.7	196.5	56.1	291.9	353.5	550.0
3 and under 5 years	* 4.6	20.2	92.9	113.1	117.7	29.2	252.1	287.0	404.7
5 and under 10 years	* 4.1	27.0	101.7	128.7	132.8	30.3	426.1	464.8	597.6
10 and under 20 years	* 2.8	20.7	57.4	78.1	80.8	21.5	388.9	420.4	501.2
20 years or more	* 0.0	10.9	17.5	28.4	28.4	6.8	399.8	411.3	439.7
Had never had a job	12.6	12.5	137.4	149.9	162.6	55.9	463.7	533.8	696.4
<i>Main activity when not in the labour force —</i>									
Home duties/childcare	14.9	97.5	401.4	498.9	513.8	117.8	1,121.2	1,239.1	1,752.9
Attending an educational institution	27.5	9.1	193.0	202.1	229.6	87.4	441.3	528.7	758.3
Retired/voluntarily inactive	* 1.9	25.8	34.6	60.4	62.3	11.7	591.3	603.0	665.3
Own illness/injury/own disability/handicap	5.5	* 2.0	36.4	38.4	43.9	41.8	193.1	283.9	327.8
Looking after ill/disabled person	* 0.8	* 1.2	6.4	7.6	8.3	* 3.6	35.2	38.8	47.2
Travel/moving house	* 1.6	* 2.5	13.1	15.5	17.1	* 2.6	11.4	14.1	31.2
Worked in unpaid voluntary job	* 1.0	* 4.1	6.0	10.1	11.1	* 1.9	38.9	40.9	52.0
Unpaid leave	* 0.7	* 0.8	* 1.2	* 2.0	* 2.7	* 1.0	* 0.8	* 1.7	* 4.4
Other	* 4.4	* 4.6	9.9	14.4	18.9	* 3.2	16.5	19.6	38.5
<b>Total</b>	<b>58.3</b>	<b>147.4</b>	<b>702.0</b>	<b>849.5</b>	<b>907.8</b>	<b>271.0</b>	<b>2,449.7</b>	<b>2,769.8</b>	<b>3,677.6</b>
<b>Males</b>	<b>28.1</b>	<b>40.0</b>	<b>179.0</b>	<b>219.0</b>	<b>247.1</b>	<b>98.6</b>	<b>813.1</b>	<b>946.7</b>	<b>1,193.8</b>
<b>Females</b>	<b>30.2</b>	<b>107.4</b>	<b>523.1</b>	<b>630.4</b>	<b>660.7</b>	<b>172.4</b>	<b>1,636.6</b>	<b>1,823.1</b>	<b>2,483.7</b>

(a) Excludes students boarding at school, patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc. (b) Includes permanently unable to work. (c) Includes 'Other family head', 'Full-time student aged 15-24' and 'Other relative of married couple or family head'.

Source: Persons Not in the Labour Force, Australia (6220.0).

**TABLE 5.7. PERSONS NOT IN THE LABOUR FORCE(a): MAIN ACTIVITY WHEN NOT IN THE LABOUR FORCE AND AGE, AUSTRALIA, SEPTEMBER 1993 ('000)**

Main activity when not in the labour force	Age group (years)								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69	
MALES									
Home duties/childcare	* 0.3	* 1.7	8.2	11.7	6.0	5.1	11.3	6.9	51.2
Attending an educational institution	271.4	68.0	28.6	9.9	* 3.8	* 1.7	* 0.7	* 0.2	384.4
Retired/voluntarily inactive	* 2.0	* 2.1	6.3	9.6	28.4	45.2	118.5	234.3	446.5
Own illness/injury/own disability/handicap	* 2.9	13.5	25.5	35.4	58.7	40.6	42.4	17.7	236.7
Looking after ill/disabled person	* 0.0	* 0.0	* 0.9	* 2.2	* 3.5	* 3.0	* 2.0	* 1.1	12.7
Other(b)	* 3.4	6.6	7.7	6.8	11.0	6.3	7.6	12.9	62.4
Total	280.1	92.0	77.1	75.7	111.5	101.9	182.6	273.0	1,193.8
FEMALES									
Home duties/childcare	18.3	88.5	416.6	332.6	274.6	175.4	197.1	198.6	1,701.7
Attending an educational institution	259.5	65.4	27.3	13.3	5.1	* 2.1	* 0.7	* 0.6	373.9
Retired/voluntarily inactive	* 0.0	* 1.0	* 2.3	* 4.2	16.5	30.0	66.1	98.7	218.9
Own illness/injury/own disability/handicap	* 3.3	5.2	12.5	15.2	22.5	14.5	10.2	7.7	91.1
Looking after ill/disabled person	* 0.2	* 0.0	* 1.8	* 3.3	12.0	6.8	* 4.6	5.8	34.4
Other(b)	* 1.9	* 4.5	7.0	10.0	12.2	5.4	10.8	11.8	63.7
Total	283.2	164.6	467.4	378.7	342.9	234.2	289.5	323.2	2,483.7
PERSONS									
Home duties/childcare	18.6	90.2	424.9	344.3	280.6	180.5	208.3	205.6	1,752.9
Attending an educational institution	531.0	133.4	55.8	23.2	8.9	* 3.8	* 1.5	* 0.7	758.3
Retired/voluntarily inactive	* 2.0	* 3.1	8.6	13.8	45.0	75.2	184.7	333.0	665.3
Own illness/injury/own disability/handicap	6.2	18.7	37.9	50.6	81.2	55.1	52.6	25.4	327.8
Looking after ill/disabled person	* 0.2	* 0.0	* 2.6	5.5	15.6	9.9	6.6	6.9	47.2
Other(b)	5.4	11.2	14.7	16.9	23.2	11.7	18.4	24.7	126.1
Total	563.3	256.6	544.5	454.3	454.4	336.1	472.1	596.2	3,677.6

(a) Excludes students boarding at school, patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc. (b) Includes 'Travel/moving house', 'Worked in unpaid voluntary job' and 'Unpaid leave'.

Source: Persons Not in the Labour Force, Australia (6220.0).

### Discouraged Jobseekers

In September 1993 there were an estimated 147,400 discouraged jobseekers, an increase of 1 per cent from September 1992. Over the same period there was a 2 per cent increase in the number of unemployed persons. Discouraged jobseekers are persons with marginal attachment to the labour force who want to work, and were available to start within four weeks, but are not actively looking for work because they believe they could not get a job. The proportion of discouraged jobseekers as a component of all persons not in the labour force has remained at 4 per cent since September 1991, which is almost double the proportion in September 1989.

The main reasons given by discouraged jobseekers for not actively looking for work were 'Considered too young or too old by employers' (51%), 'No job in locality or line of work' (42%) and 'No jobs at all' (26%).

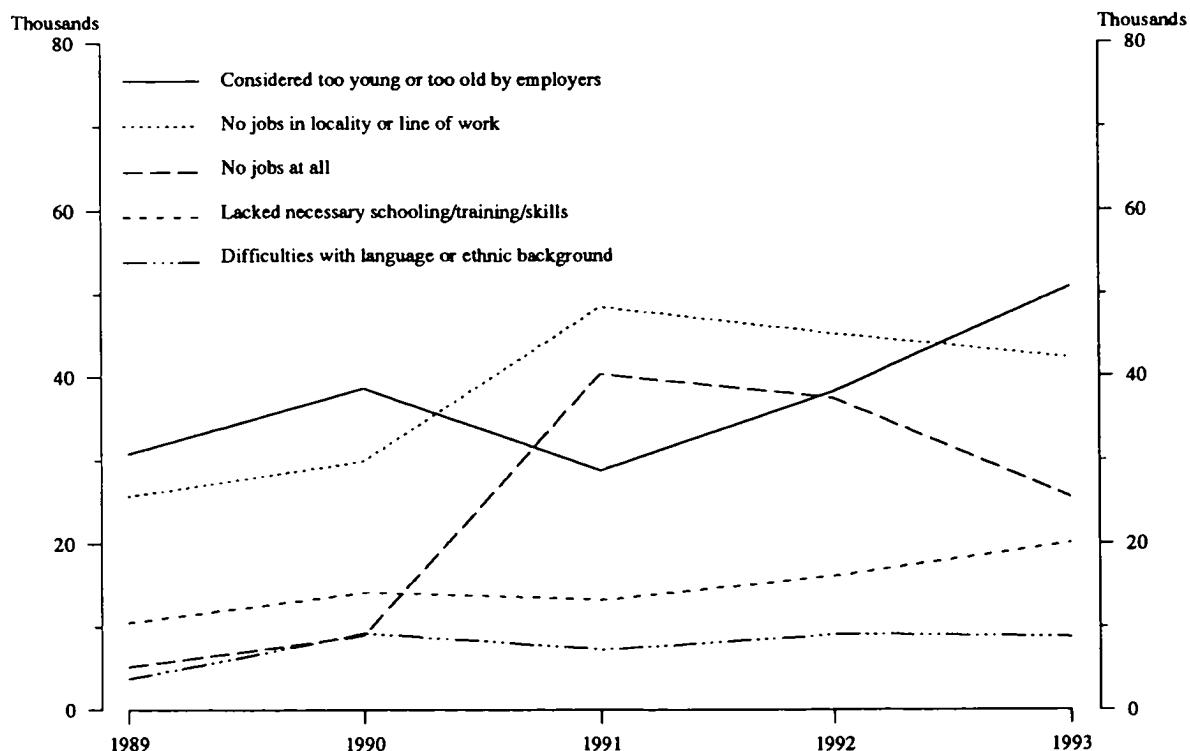
The greatest numbers of discouraged jobseekers were in the 35 to 44 year and 45 to 54 year age groups for females and the 65 to 69 year age group for males.

TABLE 5.8. PERSONS NOT IN THE LABOUR FORCE WHO WERE DISCOURAGED JOBSEEKERS: AGE, AUSTRALIA, MARCH 1988 TO SEPTEMBER 1993 ('000)

Age group (years)	March 1988	Sept. 1988	Sept. 1989	Sept. 1990	Sept. 1991	Sept. 1992	Sept. 1993		
							Males	Females	Persons
15-19	7.9	8.0	5.5	6.8	14.5	11.1	5.8	*2.4	8.2
20-24	*2.7	*3.5	*3.6	5.4	7.2	6.2	*3.3	*2.6	5.7
25-34	15.3	12.8	10.2	14.8	19.3	15.6	*3.6	13.0	16.7
35-44	19.0	15.3	13.9	18.9	28.0	33.4	*2.5	29.0	31.4
45-54	15.4	14.8	15.0	19.2	30.2	32.2	*3.3	28.0	31.3
55-64	22.3	22.3	20.2	24.3	28.5	32.8	14.5	26.3	40.8
65-69	9.5	7.1	7.7	11.6	10.4	14.3	7.1	6.2	13.2
<b>Total</b>	<b>92.0</b>	<b>83.8</b>	<b>76.1</b>	<b>100.9</b>	<b>138.2</b>	<b>145.6</b>	<b>40.0</b>	<b>107.4</b>	<b>147.4</b>

Source: Persons Not In the Labour Force, Australia (6220.0).

CHART 5.2. DISCOURAGED JOBSEEKERS: REASONS FOR NOT ACTIVELY LOOKING FOR WORK, AUSTRALIA, SEPTEMBER 1989 TO SEPTEMBER 1993



Source: Persons Not in the Labour Force, Australia (6220.0).

### Transition from Education to Work

In May 1993, 801,300 (25%) of the 3,165,500 persons not in the labour force aged 15 to 64 were attending an educational institution to obtain an educational qualification. Of this group 57 per cent (455,900) were attending school, 29 per cent (231,700) were attending a higher education institution, 11 per cent (91,400) were attending TAFE and the remaining 2.8 per cent (22,300) were attending other tertiary institutions. The proportion of males not in the labour force who were attending an educational institution was 43 per cent (397,700) compared with 18 per cent (403,600) of females not in the labour force.

TABLE 5.9. PERSONS AGED 15 TO 64 NOT IN THE LABOUR FORCE : WHETHER ATTENDING AN EDUCATIONAL INSTITUTION AND TYPE OF EDUCATIONAL INSTITUTION ATTENDING, AUSTRALIA, MAY 1988 TO MAY 1993 ('000)

Type of educational institution attending	May 1988	May 1989	May 1990	May 1991	May 1992	May 1993(a)
MALES						
Attending	353.7	347.4	331.5	382.4	398.5	397.7
School	235.7	220.1	216.9	239.2	229.4	238.7
Higher Education	79.0	90.2	79.8	103.0	112.5	109.3
TAFE	31.2	27.8	25.3	32.0	44.1	43.3
Other tertiary	7.8	9.0	9.6	8.2	12.6	6.4
Not attending	476.8	463.5	469.1	475.4	499.3	536.0
Total	830.5	810.8	800.7	857.8	897.9	933.7
FEMALES						
Attending	391.8	379.3	374.4	399.3	441.9	403.6
School	214.3	205.3	199.1	219.7	219.4	217.2
Higher Education	83.7	83.8	92.5	99.8	121.1	122.4
TAFE	70.6	61.2	55.7	54.5	70.2	48.1
Other tertiary	23.2	28.7	27.2	25.2	31.2	15.9
Not attending	1,814.7	1,752.4	1,723.6	1,734.0	1,747.3	1,828.2
Total	2,206.5	2,131.8	2,098.0	2,133.3	2,189.2	2,231.8
PERSONS						
Attending	745.6	726.7	706.0	781.8	840.4	801.3
School	450.0	426.2	416.0	458.9	448.7	455.9
Higher Education	162.7	174.0	172.2	202.9	233.6	231.7
TAFE	101.8	89.0	81.0	86.6	114.4	91.4
Other tertiary	31.0	37.6	36.7	33.4	43.8	22.3
Not attending	2,291.5	2,215.9	2,192.7	2,209.3	2,246.6	2,364.2
Total	3,037.1	2,942.6	2,898.7	2,991.1	3,087.0	3,165.5

(a) There is a break in series between 1992 and 1993 owing to the introduction of the Australian Bureau of Statistics Classification of Qualifications (ABSCQ) and the exclusion of persons, from the attendance estimates, who are undertaking a course of study which does not lead to an educational qualification.

Source: Transition from Education to Work, Australia (6227.0).

TABLE 5.10. PERSONS AGED 15 TO 64 NOT IN THE LABOUR FORCE : EDUCATIONAL ATTAINMENT, AUSTRALIA, MAY 1991 TO MAY 1993 ('000)

Educational attainment	Males			Females			Persons		
	1991	1992	1993(a)	1991	1992	1993(a)	1991	1992	1993(a)
With post-school qualifications	191.8	216.5	211.8	464.9	496.0	458.8	656.8	712.5	670.7
Without post-school qualifications(b)	426.8	452.0	486.0	1,448.7	1,473.8	1,560.2	1,875.4	1,925.8	2,046.2
Attended highest level of secondary school available	156.1	177.6	173.7	359.5	396.4	406.0	515.6	573.9	579.7
Attending a tertiary institution in May	98.7	112.9	111.0	95.4	116.7	111.8	194.0	229.5	222.8
Did not attend highest level of secondary school available	268.6	271.4	312.3	1,079.8	1,066.7	1,154.0	1,348.4	1,338.2	1,466.2
Attending a tertiary institution in May	16.6	19.0	15.0	35.1	40.9	27.5	51.7	59.9	42.6
Still at school	239.2	229.4	235.9	219.7	219.4	235.9	458.9	448.7	448.6
Total	857.8	897.9	933.7	2,133.3	2,189.2	933.7	2,991.1	3,087.0	3,165.5

(a) There is a break in series between 1992 and 1993 owing to the introduction of the Australian Bureau of Statistics Classification of Qualifications (ABSCQ) in the May 1993 survey. (b) Includes persons who never attended school and those for whom attendance at a secondary school could not be determined.

Source: Transition from Education to Work, Australia (6227.0).

## CHAPTER 6

### AWARD RATES, EARNINGS, LABOUR COSTS AND EMPLOYMENT BENEFITS

This chapter provides a range of data on the returns for and costs of labour. Emphasis is given to wages and salaries, and such statistics produced by the ABS are usually referred to as earnings.

Statistics are presented on award rates of pay, the distribution and composition of weekly earnings, employment benefits and labour costs.

#### Award Rates of Pay Indexes

Award rates of pay indexes are based on rates of pay fixed by law, agreement or arbitration. Unlike the statistics of earnings which show the actual *levels* and *movements* over time for industries, full-time and part-time males and females, the indexes of weekly and hourly rates of pay are designed to measure only the relative *changes* in award rates for full-time adult males and females.

Indexes of weekly and hourly award rates of pay cover all full-time adult employees whose rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1985 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

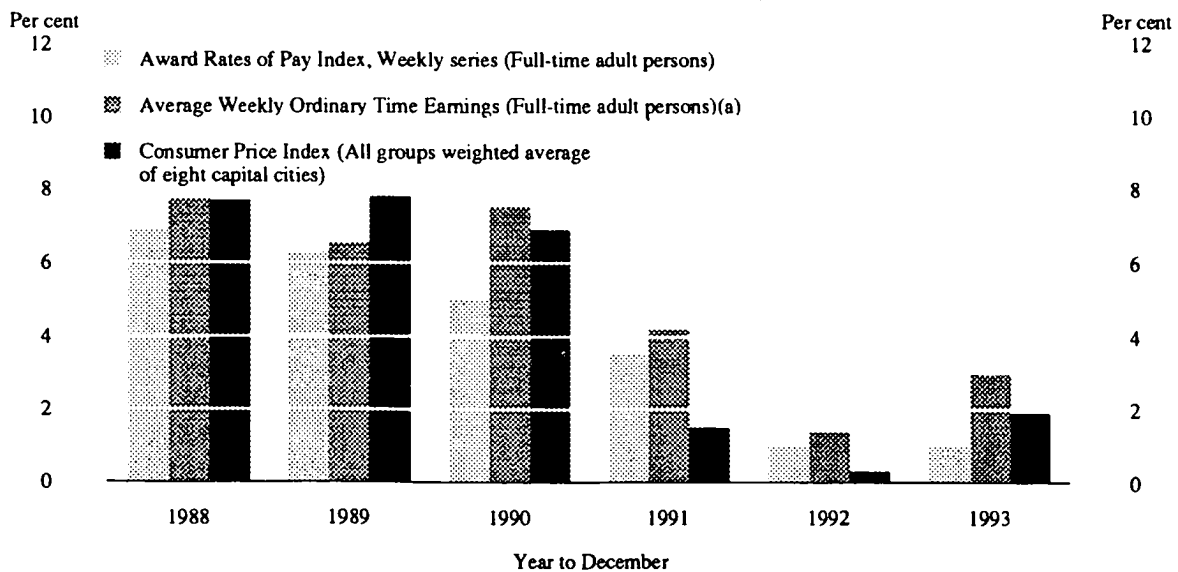
The present series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. That series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series. Wage variations from enterprise bargaining awards and agreements are generally excluded from the indexes. In May 1990, details of award coverage were collected to give a more up to date picture of the numbers of employees covered by awards, determinations and collective agreements or unregistered agreements.

Over the 12 months to December 1993, the weekly award rates of pay indexes rose by 1.0 per cent for full-time adult employees. The largest movements over the period occurred in the Recreation, personal and other services industry (2.4%), and the Wholesale and retail trade industry (1.8%).

In occupation groups, the largest increase recorded was for Tradespersons (1.5%), and for Salespersons and personal service workers with a rise of 1.3 per cent.

The following chart shows the annual change in award rates of pay, average weekly ordinary time earnings and the consumer price index. Between December 1992 and 1993, the Consumer Price Index (CPI) increased by 1.9 per cent. During the same period weekly award rates of pay increased by 1.0 per cent (full-time adult wage and salary earners), while average weekly ordinary time earnings for persons increased by 3.0 per cent.

CHART 6.1. AWARD RATES OF PAY INDEX, AVERAGE WEEKLY EARNINGS AND CONSUMER PRICE INDEX: ANNUAL CHANGE, AUSTRALIA



Source: Award Rates of Pay Indexes, Australia (6312.0); Average Weekly Earnings, States and Australia (6302.0); Consumer Price Index, Australia (6401.0).

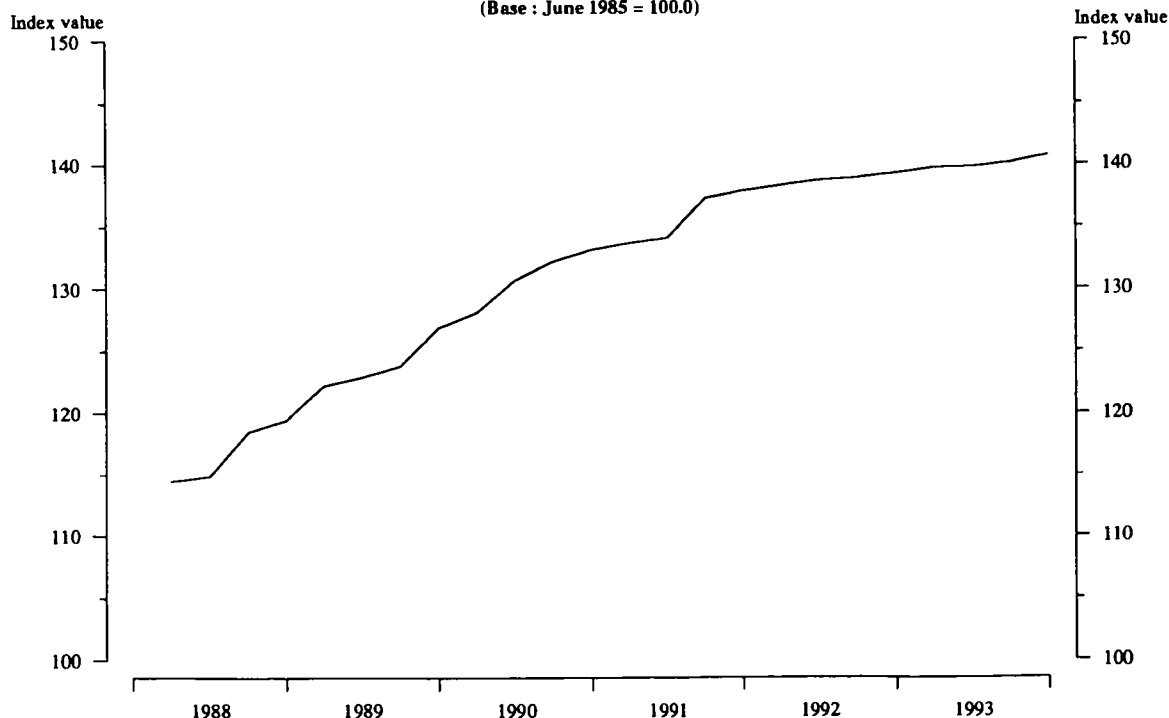


**TABLE 6.1. AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES, AUSTRALIA**  
(Base : June 1985 = 100.0)

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
<b>1988—</b>						
March	114.4	114.9	114.5	114.7	115.9	115.0
June	114.8	115.3	114.9	115.0	116.3	115.4
September	118.2	119.0	118.5	118.5	120.2	119.0
December	119.1	120.2	119.4	119.5	121.4	120.1
<b>1989—</b>						
March	121.9	123.0	122.2	122.4	124.4	123.0
June	122.4	123.8	122.9	123.0	125.4	123.7
September	123.5	124.6	123.8	124.1	126.2	124.7
December	126.6	127.6	126.9	127.2	129.3	127.9
<b>1990—</b>						
March	127.8	128.9	128.1	128.5	130.6	129.1
June	130.3	131.7	130.7	131.0	133.4	131.8
September	131.7	133.4	132.2	132.7	135.2	133.5
December	132.6	134.4	133.2	133.6	136.3	134.4
<b>1991—</b>						
March	133.1	135.2	133.7	134.1	137.1	135.0
June	133.4	135.6	134.1	134.5	137.5	135.4
September	136.6	138.9	137.3	137.6	140.8	138.6
December	137.2	139.4	137.9	138.3	141.4	139.2
<b>1992—</b>						
March	137.6	139.8	138.3	138.6	141.8	139.6
June	138.0	140.1	138.7	139.1	142.1	140.0
September	138.3	140.3	138.9	139.5	142.3	140.4
December	138.6	140.8	139.3	139.8	142.8	140.7
<b>1993—</b>						
March	139.0	141.2	139.7	140.1	143.1	141.1
June	139.1	141.4	139.8	140.3	143.4	141.3
September	139.4	141.6	140.1	140.6	143.6	141.5
December	140.0	142.3	140.7	141.3	144.3	142.2

Source: Award Rates of Pay Indexes, Australia (6312.0).

**CHART 6.2. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES, AUSTRALIA,  
MARCH 1988 TO DECEMBER 1993**  
(Base : June 1985 = 100.0)



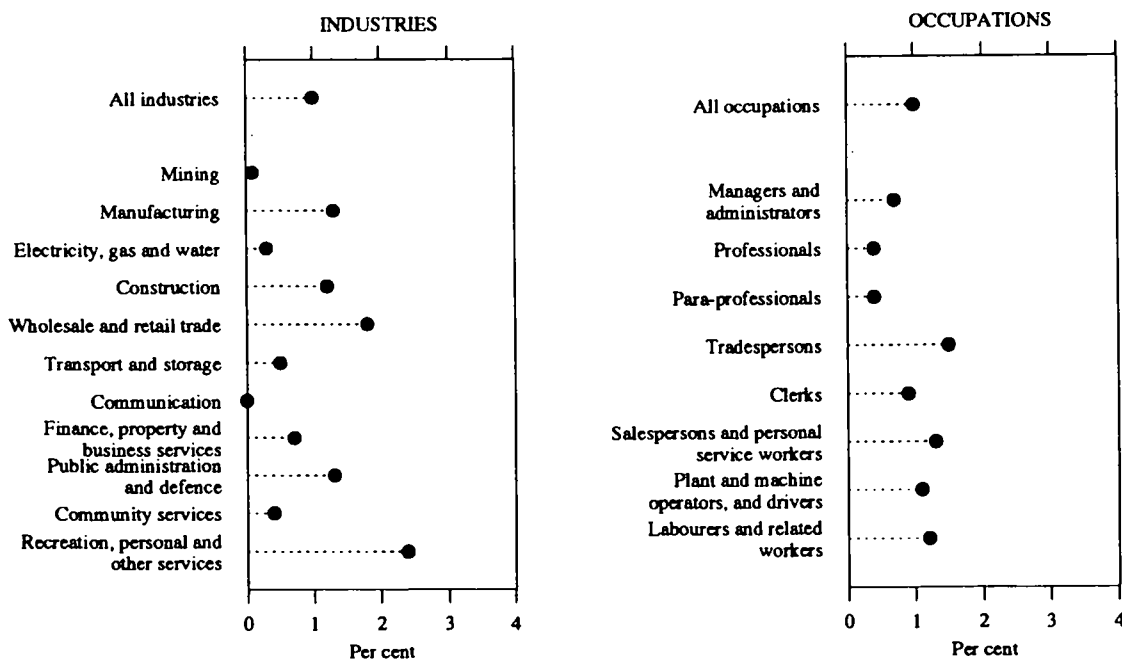
Source: Award Rates of Pay Indexes, Australia (6312.0).

TABLE 6.2. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES: INDUSTRY AND OCCUPATION, AUSTRALIA, DECEMBER  
(Base : June 1985 = 100.0)

Industry	Males			Females			Persons		
	1991 r	1992 r	1993	1991 r	1992 r	1993	1991 r	1992 r	1993
Total	137.2	138.6	140.0	139.4	140.8	142.3	137.9	139.3	140.7
Industry—									
Mining	138.8	142.1	142.2	..	..	..	138.7	141.9	142.1
Manufacturing	139.8	140.9	142.8	142.9	144.3	146.5	140.5	141.7	143.6
Electricity, gas and water	133.1	133.6	134.0	..	..	..	133.1	133.6	134.0
Construction	135.7	136.3	138.0	..	..	..	135.7	136.3	138.0
Wholesale and retail trade	141.1	143.4	146.2	140.1	142.6	144.7	140.7	143.1	145.7
Transport and storage	135.5	137.1	137.8	135.6	136.9	137.8	135.5	137.1	137.8
Communication	134.8	134.8	134.8	138.5	138.5	138.5	135.7	135.7	135.7
Finance, property and business services	132.5	135.9	137.0	134.0	136.7	137.7	133.3	136.3	137.3
Public administration and defence	133.9	135.0	137.0	135.7	137.7	139.2	134.3	135.7	137.5
Community services	136.7	137.9	138.3	141.1	141.6	142.3	139.0	139.9	140.4
Recreational, personal and other services	138.0	139.7	141.9	137.8	139.6	144.2	137.9	139.7	143.0
Occupation—									
Managers and administrators	134.0	135.6	136.4	139.2	140.9	142.0	135.1	136.7	137.6
Professionals	135.4	136.5	137.0	139.6	140.5	141.4	137.0	138.1	138.7
Para-professionals	135.6	137.6	138.1	146.3	146.9	147.2	138.8	140.4	140.9
Tradespersons	138.2	139.6	141.6	139.4	140.9	143.8	138.3	139.7	141.8
Clerks	134.9	136.5	137.4	136.9	138.4	139.9	136.1	137.6	138.9
Salespersons and personal service workers	138.2	140.1	142.3	141.6	143.5	144.9	139.9	141.8	143.6
Plant and machine operators and drivers	138.9	140.2	141.4	146.0	148.8	151.3	140.0	141.4	142.9
Labourers and related workers	137.9	139.1	140.8	138.0	138.7	140.4	138.0	139.0	140.7

Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.3. AWARD RATES OF PAY INDEXES: FULL-TIME ADULT EMPLOYEES  
ANNUAL PERCENTAGE CHANGE, AUSTRALIA  
DECEMBER 1992 TO DECEMBER 1993



Source: Award Rates of Pay Indexes, Australia (6312.0).

### Average Weekly Earnings

Estimates of average weekly earnings are produced from surveys of employers conducted quarterly and annually. The average weekly earnings series provides information on: ordinary time earnings for full-time adults (males, females and persons); total earnings for full-time adults (males, females and persons); and total earnings for all employees (males, females and persons). These data are available by sector, industry and States and Territories.

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of average weekly earnings and hours are obtained from a survey of employers conducted annually in May. This survey provides more detail in terms of industries and sectors as well as information on the composition of earnings and hours for various categories of employees and occupations.

Other statistics on earnings are obtained from a household survey conducted in August each year. This survey is a supplement to the ABS Monthly Labour Force Survey and is conducted primarily to obtain statistics on the distribution of employees classified by characteristics such as marital status, sex, age and whether the earnings came from the main job or any second job. Care should be exercised when comparing the mean (average) weekly earnings derived from this survey with average weekly earnings from the surveys of employers because of important differences in scope and methodology.

In the 12 months to November 1993, average weekly ordinary time earnings for full-time adult persons increased by 3.0 per cent to \$604.20. The percentage increase for females was 3.1 per cent and for males 2.8 per cent.

During this period, average weekly ordinary time earnings for full-time adult persons increased at similar rates in the public sector (3.0%) and in the private sector (3.1%).

Average weekly ordinary time and total earnings vary across industries. In November 1993, the average weekly total earnings for full-time adult male employees was highest in the Mining industry (\$1,092.40) and lowest in the Retail industry (\$545.00) and for female employees was highest in the Mining industry (\$712.90) and lowest in the Retail industry (\$432.20).

Average weekly ordinary time and total earnings also vary considerably across occupations and sex, with earnings generally reflecting associated skills levels. In May 1993, for example, full-time adult male managers and administrators received estimated average weekly total earnings of \$929.20, while their female counterparts averaged \$708.40. At the lower levels of total earnings ranges, full-time adult male labourers and related workers earned on average \$540.20, compared to \$441.10 for females in the same occupation.

Part-time employees in para-professional occupations averaged total earnings of \$354.40 per week in May 1993, well above the average earnings for part-time employees in all occupations (\$232.40).

In the five years since November 1988, average weekly total earnings for full-time adult male employees have increased by 24 per cent from \$558.90 to \$692.80 while for full-time adult females there has been an increase of 25 per cent from \$439.60 to \$550.80.

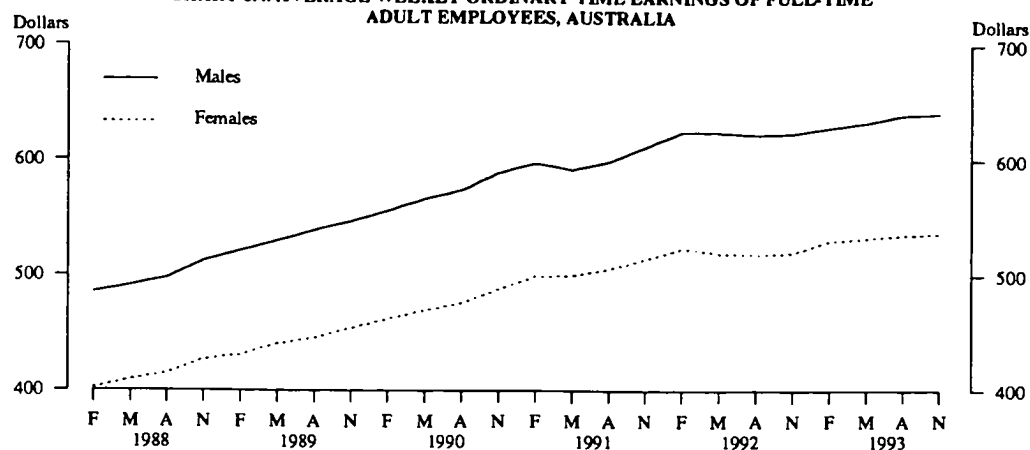
Average weekly earnings for all employees in the five years have increased more in percentage terms for females than for males. For females, the increase has been 24 per cent, from \$328.70 to \$408.60; for males, there has been an increase of 23 per cent, from \$505.20 to \$619.00.

Since 1988 ordinary time earnings for full-time adult males have risen from \$512.70 to \$641.20, an increase of 25 per cent while for full-time adult females there has been an increase of 26 per cent from \$426.80 to \$537.00.

At May 1993, award or agreed base rate of pay represented 87 per cent of average weekly total earnings for all full-time adult non-managerial male employees, and 96 per cent of female average weekly total earnings. Overtime, the other major component of earnings, contributed 9.7 per cent and 2.5 per cent towards male and female average weekly total earnings respectively.

In May 1993, the median weekly total earnings of all full-time adult male employees was \$620.60, while for full-time adult female employees the median was \$508.90. The distribution of employees by levels of weekly total earnings reveals there was a greater concentration of both males and females in lower earnings ranges in the private sector than in the public sector. In both sectors there was a greater concentration of females in the lower earnings ranges, and of males in the higher earnings ranges. Contributing factors include: males account for approximately three quarters of managerial employees; and males work on average more overtime hours than females.

CHART 6.4. AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA



Source: Average Weekly Earnings, States and Australia (6302.0).

TABLE 6.3. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
	—dollars—								
November—									
1988	512.70	558.90	505.20	426.80	439.60	328.70	484.90	520.20	430.10
1989	547.00	595.90	540.00	454.50	467.60	349.30	516.60	553.80	457.20
1990	589.20	635.80	578.20	488.90	501.20	377.90	555.60	590.60	490.60
1991	612.20	654.20	589.70	514.80	527.40	393.20	578.80	610.70	501.30
1992	623.90	670.30	599.50	520.70	532.90	395.80	586.80	621.00	504.10
1993—									
February	628.60	675.60	611.20	530.60	542.80	409.90	593.70	628.30	518.30
May	632.90	679.60	612.50	533.00	545.60	406.30	597.80	632.60	517.50
August	639.90	685.70	618.10	535.30	547.10	409.60	602.40	636.10	520.60
November	641.20	692.80	619.00	537.00	550.80	408.60	604.20	642.50	521.50
Annual change—									
November—									
1988	7.4	8.2	7.5	8.9	9.4	7.2	7.7	8.5	7.0
1989	6.7	6.6	6.9	6.5	6.4	6.3	6.5	6.4	6.3
1990	7.7	6.7	7.1	7.6	7.2	8.2	7.5	6.7	7.3
1991	3.9	2.9	2.0	5.3	5.2	4.1	4.2	3.4	2.2
1992	1.9	2.5	1.7	1.1	1.1	0.7	1.4	1.7	0.6
1993—									
February	0.6	1.4	2.1	1.3	1.4	2.2	0.8	1.4	2.1
May	1.3	2.1	2.5	2.5	2.7	2.4	1.8	2.4	2.6
August	2.7	3.1	3.4	3.2	3.2	3.1	2.8	3.2	3.3
November	2.8	3.4	3.3	3.1	3.4	3.2	3.0	3.5	3.4

Source: Average Weekly Earnings, States and Australia (6302.0).

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRY, AUSTRALIA, MAY 1993

Industry—	Average weekly total earnings (\$)						Average weekly total hours paid for		
	Average weekly ordinary time earnings					Total	Ordinary time	Over-time	Total
	Award or agreed base rate of pay(a)	Payment by measured result	Over-award pay	Total ordinary time	Overtime				
MALES									
Mining	725.40	126.60	* 13.80	865.80	160.40	1,026.20	38.4	6.5	44.9
Manufacturing	496.70	9.00	20.00	525.70	85.60	611.30	37.9	4.0	41.9
Electricity, gas and water	614.00	* 0.90	1.30	616.20	61.50	677.70	37.0	2.5	39.5
Construction	564.40	* 3.10	5.90	573.40	99.00	672.40	37.9	4.3	42.1
Wholesale trade	505.60	* 9.30	19.30	534.10	43.10	577.20	38.5	2.0	40.5
Retail trade	429.90	* 20.70	17.60	468.30	31.70	500.00	38.5	1.8	40.2
Transport and storage	567.80	* 8.30	* 5.40	581.50	103.70	685.30	38.5	4.6	43.1
Communication	606.70	* 2.10	* 0.00	608.80	69.30	678.20	36.6	2.6	39.2
Finance, property and business services	572.90	* 9.90	8.20	591.00	30.40	621.50	38.2	1.4	39.6
Public administration and defence	572.60	* 0.00	2.70	575.20	33.20	608.50	37.5	1.5	38.9
Community services	656.20	* 0.20	3.10	659.50	30.70	690.20	37.5	1.1	38.6
Recreation, personal and other services	533.10	* 5.10	8.30	546.50	22.30	568.90	38.9	1.1	40.0
Total	557.20	10.00	10.50	577.80	61.80	639.60	37.9	2.7	40.7
FEMALES									
Mining	630.10	46.60	* 7.80	684.50	30.60	715.10	38.8	* 1.6	40.4
Manufacturing	441.60	5.10	11.20	458.00	28.10	486.10	37.7	1.5	39.3
Electricity, gas and water	539.60	* 0.40	* 1.20	541.20	* 17.90	559.10	36.4	* 0.8	37.3
Construction	457.30	* 0.30	* 3.60	461.20	* 11.20	472.40	38.2	* 0.6	38.7
Wholesale trade	462.70	* 4.70	10.30	477.70	17.10	494.80	38.1	0.9	39.1
Retail trade	403.60	* 1.60	4.70	409.90	13.20	423.00	37.9	0.8	38.7
Transport and storage	522.90	* 2.00	* 1.90	526.80	33.90	560.70	37.9	1.6	39.5
Communication	543.20	* 4.00	* 0.30	547.50	30.80	578.40	36.1	1.4	37.5
Finance, property and business services	496.20	* 2.20	14.00	512.40	10.00	522.40	37.6	0.5	38.1
Public administration and defence	559.00	* 0.00	* 0.70	559.70	10.00	569.70	36.8	0.4	37.2
Community services	592.90	* 0.20	2.20	595.30	7.40	602.60	37.3	0.3	37.5
Recreation, personal and other services	458.30	* 0.30	* 6.40	465.00	14.50	479.60	38.5	0.8	39.2
Total	518.40	1.90	6.20	526.50	13.50	540.00	37.5	0.7	38.2
PERSONS									
Mining	717.50	120.00	13.30	850.80	149.70	1,000.50	38.5	6.1	44.5
Manufacturing	482.60	8.00	17.70	508.30	70.80	579.10	37.8	3.4	41.2
Electricity, gas and water	606.10	* 0.90	1.30	608.30	56.90	665.10	36.9	2.3	39.3
Construction	551.90	* 2.80	5.60	560.30	88.70	649.00	37.9	3.8	41.7
Wholesale trade	493.10	* 7.90	16.60	517.60	35.50	553.10	38.4	1.7	40.1
Retail trade	419.00	* 12.80	12.20	444.00	24.00	467.90	38.2	1.4	39.6
Transport and storage	560.60	* 7.30	* 4.90	572.80	92.50	665.30	38.4	4.1	42.5
Communication	590.40	* 2.60	* 0.10	593.10	59.50	652.50	36.5	2.3	38.8
Finance, property and business services	529.30	* 5.60	11.50	546.40	18.80	565.20	37.9	0.9	38.8
Public administration and defence	567.50	* 0.00	1.90	569.40	24.50	594.00	37.2	1.1	38.3
Community services	619.30	* 0.20	2.60	622.00	17.10	639.10	37.4	0.6	38.0
Recreation, personal and other services	495.80	* 2.70	7.40	505.80	18.40	524.20	38.7	0.9	39.6
Total	542.40	6.90	8.90	558.20	43.30	601.50	37.8	1.9	39.7

(a) Includes payments from enterprise bargaining awards and agreements.

Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*.

TABLE 6.5. DISTRIBUTION OF FULL-TIME ADULT EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1993

	Occupation								
	Managers and admin- istrators	Pro- fessionals	Para- pro- fessionals	Trades- persons	Clerks	Salesper- sons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	All occ- upations
Weekly total earnings (\$)—	— per cent —								
Under 300	3.1	0.6	* 0.5	2.0	1.8	2.8	1.1	2.2	1.7
300 and under 320	1.3	* 0.1	* 0.2	0.9	1.1	1.4	0.6	1.4	0.9
320 " 340	* 0.2	* 0.1	* 0.2	0.9	0.5	1.1	* 0.3	1.9	0.6
340 " 360	0.9	0.4	* 0.5	2.0	1.7	3.5	2.4	5.3	2.0
360 " 380	0.9	0.4	* 0.4	2.5	2.2	3.6	3.9	6.1	2.5
380 " 400	1.5	0.6	0.7	2.6	4.9	8.6	4.3	9.2	4.1
400 " 420	3.6	0.9	1.5	5.5	7.0	7.0	4.9	7.4	4.9
420 " 440	1.1	1.5	2.0	4.6	6.3	6.5	5.2	8.0	4.6
440 " 460	0.6	0.8	1.8	5.5	7.7	6.7	5.5	7.9	4.8
460 " 480	* 0.5	1.4	1.8	5.3	6.7	5.8	3.8	5.9	4.2
480 " 500	0.8	1.3	3.0	5.6	7.1	4.6	4.0	4.2	4.1
500 " 520	3.3	2.4	3.2	6.0	7.1	5.9	4.4	4.7	4.8
520 " 540	1.9	2.3	3.2	5.2	5.6	4.1	3.8	3.3	3.9
540 " 560	1.3	2.4	3.5	6.1	5.0	3.6	4.0	3.4	3.8
560 " 580	2.0	3.1	3.7	3.5	5.4	4.8	3.1	3.4	3.8
580 " 600	1.1	2.6	3.9	4.4	4.0	2.3	3.5	2.8	3.2
600 " 620	3.3	2.6	3.9	3.3	3.5	3.1	4.2	2.2	3.2
620 " 640	1.7	2.8	5.2	2.8	2.6	2.4	2.9	2.1	2.8
640 " 660	1.9	3.6	3.8	2.5	2.5	2.5	1.9	2.1	2.6
660 " 680	2.6	3.9	5.4	2.9	2.5	2.5	2.8	1.6	3.0
680 " 700	1.7	4.8	5.8	2.3	2.4	2.3	2.8	1.6	2.9
700 " 720	2.9	3.5	5.1	2.9	2.1	1.5	2.0	1.3	2.6
720 " 740	2.0	3.6	3.5	1.7	1.5	1.4	2.2	1.5	2.2
740 " 760	1.9	7.1	3.6	1.9	1.2	1.5	2.1	1.2	2.6
760 " 780	2.4	5.7	3.1	1.3	1.2	1.4	1.7	0.7	2.2
780 " 800	1.3	3.9	3.6	1.3	1.0	1.3	2.1	1.1	1.9
800 " 840	5.3	7.9	6.7	2.4	1.8	1.7	3.2	1.6	3.7
840 " 880	5.6	4.9	3.9	2.0	0.9	0.9	2.4	1.1	2.5
880 " 920	3.5	3.9	3.4	1.4	0.7	0.9	2.9	1.1	2.1
920 " 960	4.7	3.2	3.0	1.6	0.6	0.5	1.6	0.7	1.8
960 " 1,000	4.5	2.3	2.1	0.8	0.4	0.6	1.6	0.6	1.4
1,000 " 1,100	10.4	5.2	3.3	2.1	0.5	1.4	3.3	1.2	3.0
1,100 " 1,200	5.2	3.3	1.8	1.4	* 0.2	0.5	2.1	0.4	1.7
1,200 " 1,300	4.4	2.2	0.9	1.1	* 0.1	* 0.3	1.1	* 0.3	1.2
1,300 " 1,400	1.8	1.3	0.7	0.6	* 0.0	* 0.2	0.7	* 0.2	0.6
1,400 " 1,500	2.0	0.9	* 0.4	0.4	* 0.0	* 0.3	* 0.4	* 0.0	0.5
1,500 " 1,600	1.6	0.5	* 0.2	* 0.3	* 0.1	* 0.2	0.6	* 0.1	0.4
1,600 " 1,700	0.9	* 0.3	* 0.1	* 0.2	* 0.0	* 0.1	* 0.4	* 0.1	0.2
1,700 " 1,800	1.1	0.4	* 0.1	* 0.1	* 0.0	* 0.1	* 0.0	* 0.0	0.2
1,800 and over	3.7	1.5	* 0.4	* 0.1	* 0.0	* 0.3	* 0.4	* 0.1	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
— '000 —									
Total employees	361.0	633.6	352.5	557.9	804.3	427.8	374.5	474.1	3,985.8
— dollars —									
25th percentile	602.40	634.60	575.90	453.20	437.50	408.30	450.50	398.30	454.90
50th percentile (median)	829.40	749.60	685.00	543.50	508.00	490.90	570.80	461.10	577.30
75th percentile	1060.00	878.00	811.40	684.10	604.70	617.20	752.20	584.40	751.10
Mean earnings	888.40	799.80	713.40	598.20	535.40	539.90	634.10	514.60	641.20

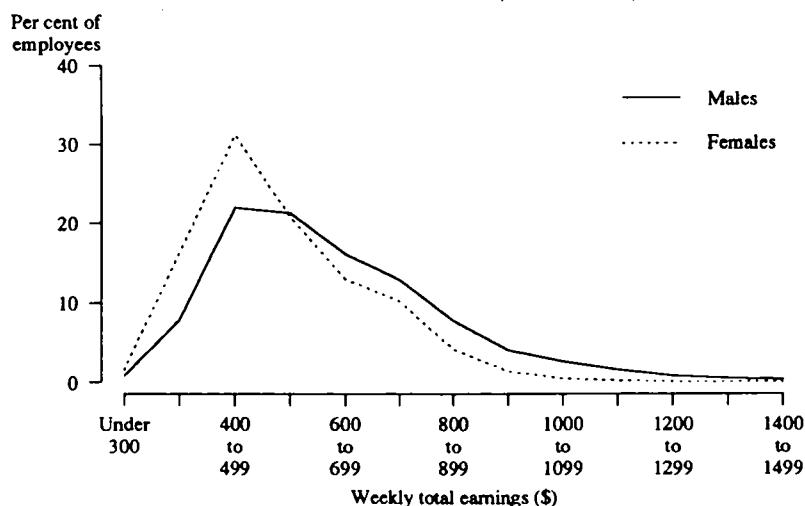
Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

**TABLE 6.6. AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, INDUSTRY, STATES AND TERRITORIES BY CATEGORY OF EMPLOYEE, MAY 1993**  
(dollars)

	Full-time employees							Part-time employees	All employees
	Managerial	Non managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
<i>Occupation—</i>									
Managers and administrators	895.40	761.70	* 0.00	761.70	888.40	* 0.00	888.40	289.60	870.00
Professionals	970.00	750.50	307.50	748.80	799.80	307.50	798.30	317.80	696.70
Para-professionals	838.60	701.10	349.50	698.10	713.40	349.50	710.50	354.40	626.10
Tradespersons	530.30	603.60	298.10	565.20	598.20	298.10	563.00	237.50	541.90
Clerks	578.00	531.20	301.40	518.00	535.40	301.40	523.10	252.70	457.10
Salespersons and personal service workers	651.90	520.50	295.20	498.80	539.90	295.20	519.50	185.10	351.50
Plant and machine operators, and drivers	529.80	636.60	336.80	633.80	634.10	336.80	631.40	185.00	592.20
Labourers and related workers	605.00	513.10	285.20	502.40	514.60	285.20	504.00	196.70	390.10
<i>Industry—</i>									
Mining	1,164.60	1,000.50	582.70	992.60	1,009.80	582.70	1,002.10	302.30	988.60
Manufacturing	803.10	579.10	301.20	565.00	606.80	301.20	593.20	252.10	563.40
Electricity, gas and water	1,063.40	665.10	311.10	654.90	691.80	311.10	681.50	293.60	675.30
Construction	662.90	649.00	319.90	618.50	652.00	319.90	627.40	209.90	587.50
Wholesale trade	781.30	553.10	301.30	536.40	611.90	301.30	596.30	233.30	554.10
Retail trade	570.40	467.90	293.50	441.50	497.60	293.50	474.70	160.20	329.20
Transport and storage	812.30	665.30	324.60	656.80	684.90	324.60	677.20	259.60	639.90
Communication	998.10	652.50	333.10	651.20	676.30	333.10	675.00	281.80	647.10
Finance, property and business services	949.90	565.20	299.30	551.00	668.10	299.30	653.50	242.50	561.10
Public administration and defence	1,069.90	594.00	334.00	587.70	650.90	334.00	644.20	232.90	598.80
Community services	976.00	639.10	277.60	630.80	684.70	277.60	676.50	295.70	542.10
Recreation, personal and other services	609.10	524.20	262.80	489.20	544.30	262.80	514.60	184.20	342.60
<i>State or Territory—</i>									
New South Wales	878.60	611.10	301.70	596.60	659.30	301.70	645.40	237.10	542.60
Victoria	809.00	597.40	304.30	582.90	637.60	304.30	624.20	239.80	532.30
Queensland	717.70	583.20	299.30	562.40	605.20	299.30	586.20	212.40	496.60
South Australia	809.00	579.80	274.80	561.80	616.80	274.80	599.70	235.40	489.30
Western Australia	794.30	617.90	289.70	596.60	644.30	289.70	624.60	214.80	511.10
Tasmania	808.00	585.40	314.00	568.10	617.50	314.00	600.90	245.40	507.40
Northern Territory	775.70	665.60	298.00	653.50	685.80	298.00	675.40	206.70	566.50
Australian Capital Territory	953.40	635.30	277.70	621.90	724.50	277.70	712.40	266.50	609.40
Total	824.70	601.50	298.30	585.00	641.20	298.30	625.70	232.40	526.40

Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*.

**CHART 6.5. DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1993**



Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*.

### Weekly Earnings of Employees

Between August 1988 and August 1993, mean weekly earnings from all jobs for employees aged 15 and over increased from \$394 to \$503, representing a 28 per cent increase. The increase in the twelve months to August 1993 was \$28 (5.9%). This compares to an increase in the thirteen months to August 1992 of \$11 (2.4%).

The rate of increase in mean weekly earnings is strongly influenced by the trend towards a greater proportion of part-time workers. Employees working less than 35 hours per week in all jobs as a proportion of total employees has increased by 4.3 percentage points since August 1988. Mean weekly earnings for part-time female workers rose from \$185 in 1988 to \$233 in 1993, an average increase over this period of 4.7 per cent per annum. The increase for the corresponding group of male part-time workers was an average of 4.4 per cent per annum (\$167 in 1988 to \$207 in 1993).

In August 1993, 76 per cent of employees worked on a full-time basis in their main job, and their mean weekly earnings from that job were \$587. Males comprised 66 per cent of full-time employees in main job, with mean weekly earnings of \$626. Female full-time workers in main job received \$510 on average. Approximately 42 per cent of females worked part-time in their main job compared with 10 per cent of males. Female part-time workers in main job received mean weekly earnings of \$231 compared with \$218 for males.

Mean weekly earnings of full-time workers varied across occupations with Managers and administrators earning: males \$813, females \$638; Salespersons and personal service workers: males \$565, females \$423; Labourers and related workers: males \$486, females \$396.

Mean weekly earnings of full-time workers also varied according to industry division with employees in the Mining industry earning more than those in other industries (males \$1,065, females \$680).

An estimated 183,200 employees worked in a second wage or salary job at August 1993. There were 88,600 male employees with a second job, and they received \$103 (median) in earnings from that job. Some 94,700 females had a second wage or salary job; they received median weekly earnings of \$84.

Full-time workers aged 35-44 years received the highest mean weekly earnings of all the age groups tabulated. The average for this age group was \$655, with males earning \$700 and females \$556. Male full-time workers aged 15-19 received 44 per cent of the mean weekly earnings received by males aged 20 and over (\$283 compared to \$641). Female workers aged 15-19 earned 53 per cent of the mean weekly earnings received by females aged 20 and over (\$277 compared to \$521).

TABLE 6.7. ALL EMPLOYEES : MEAN WEEKLY EARNINGS IN ALL JOBS OF FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1988 TO AUGUST 1993

August	Full-time workers			Part-time workers			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
MEAN WEEKLY EARNINGS IN ALL JOBS (Dollars)									
1988	477	379	445	167	185	181	457	306	394
1989	521	411	485	170	189	185	496	325	423
1990(a)	546	435	509	180	202	198	520	345	444
1991(b)	571	465	535	196	208	206	541	365	464
1992	591	489	557	198	219	214	553	376	475
1993	628	513	589	207	233	227	589	396	503
EMPLOYEES ('000)									
1988	3,317.8	1,603.1	4,920.9	225.7	955.3	1,181.0	3,543.5	2,558.4	6,101.9
1989	3,468.5	1,698.1	5,166.6	268.8	1,062.0	1,330.8	3,737.3	2,760.1	6,497.4
1990(a)	3,467.5	1,732.6	5,200.0	274.5	1,091.1	1,365.5	3,741.9	2,823.7	6,565.6
1991(b)	3,269.2	1,681.1	4,950.3	283.9	1,083.0	1,366.9	3,553.1	2,764.1	6,317.3
1992	3,199.3	1,622.8	4,822.0	337.4	1,175.4	1,512.8	3,536.7	2,798.1	6,334.8
1993	3,188.6	1,636.7	4,825.3	330.2	1,167.9	1,498.1	3,518.8	2,804.6	6,323.4

(a) The August 1990 survey excluded all persons aged 70 and over. (b) The 1991 survey was conducted in July.

Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

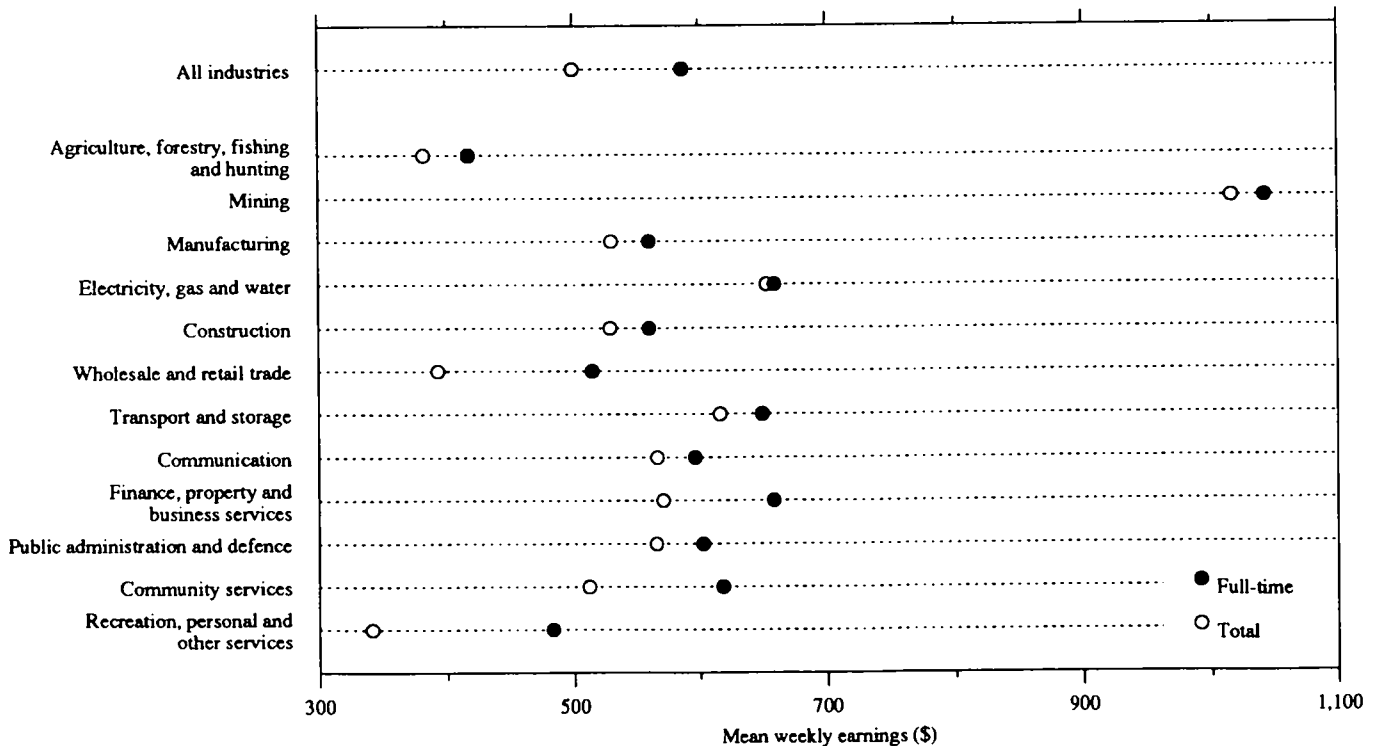


**TABLE 6.8. MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, AUSTRALIA, JULY 1991, AUGUST 1992 AND AUGUST 1993**  
(dollars)

	Males			Females			Persons		
	1991	1992	1993	1991	1992	1993	1991	1992	1993
<b>Total</b>	<b>570</b>	<b>590</b>	<b>626</b>	<b>461</b>	<b>486</b>	<b>510</b>	<b>533</b>	<b>553</b>	<b>587</b>
<i>Occupation—</i>									
Managers and administrators	748	769	813	566	597	638	716	738	783
Professionals	747	768	815	621	645	675	701	722	760
Para-professionals	625	644	688	549	574	599	597	617	655
Tradespersons	489	506	537	367	358	397	481	496	528
Clerks	553	565	590	442	457	478	477	491	511
Salespersons and personal service workers	546	539	565	387	419	423	465	478	496
Plant and machine operators and drivers	535	559	607	348	363	394	508	534	579
Labourers and related workers	446	459	486	352	376	396	424	439	465
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	397	390	421	312	298	398	385	375	417
Mining	864	915	1,065	557	555	*680	834	890	1,043
Manufacturing	531	562	590	420	443	450	506	536	560
Electricity, gas and water	584	584	672	496	489	568	575	574	659
Construction	538	543	569	435	446	547	533	536	605
Wholesale and retail trade	511	523	547	395	419	447	474	490	515
Transport and storage	602	608	674	461	492	533	579	588	649
Communication	571	572	619	476	522	528	549	559	596
Finance, property and business services	695	704	772	462	486	515	586	606	658
Public administration and defence	589	595	627	510	529	559	560	574	602
Community services	627	662	693	514	541	563	563	594	618
Recreation, personal and other services	489	516	522	408	435	433	453	482	483

Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

**CHART 6.6. MEAN WEEKLY EARNINGS IN MAIN JOB: TOTAL EMPLOYEES AND EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, BY INDUSTRY, AUSTRALIA, AUGUST 1993**



Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

## Labour Costs

Labour Costs statistics are produced from an annual survey and a five-yearly supplementary survey which measure the costs incurred by employers that are directly associated with the employment of labour. Costs covered in the annual survey are: gross wages and salaries; termination payments; superannuation; workers' compensation; payroll tax; fringe benefits; and fringe benefits tax. The supplementary survey collects additional information on hours paid and the components of earnings such as annual, sick and other leave; public holidays; leave loading; and infrequent bonuses. Both surveys were run for the financial year 1991-92.

The average labour cost for each hour worked in 1991-92 was \$20.89. Of this, \$15.59 was paid for time actually worked and \$5.30 was paid in on-costs (ie. labour costs other than payments for time worked). The largest contributors to on-costs were paid leave (\$1.43), superannuation (\$1.02) and payroll tax (\$0.73).

Industries with the highest costs per hour worked were Mining (\$33.80) and Electricity, gas and water (\$27.04). Lowest costs per hour worked were recorded in the Recreation, personal and other services industry (\$15.62) and Wholesale and retail trade industry (\$16.64).

Labour costs per employee rose by 3.5 per cent from 1990-91 to 1991-92. Private sector costs were up 2.7 per cent compared to 6.1 per cent in the public sector. All components of labour costs per employee rose, except for workers' compensation costs. These fell by 5.8 per cent in the private sector and 3.6 per cent in the public sector. Superannuation, payroll tax and fringe benefits tax all increased at a higher rate than employee earnings.

The Mining industry and the Transport, storage and Communication industries (combined) recorded the greatest increases from 1990-91 to 1991-92, with the costs per employee rising 9.4 per cent. The main contributor to this increase in these industries was superannuation, up 15 per cent and 29 per cent respectively. The Wholesale and retail trade industry recorded a decrease in average labour costs per employee, dropping 1.6 per cent to \$23,137, due mainly to a fall in employee earnings of 1.8 per cent.

The dramatic increase in recent years in the proportion of private sector employees covered by superannuation slowed in 1991-92. Coverage rose to 70 per cent from 68 per cent in 1990-91. Across both sectors, 77 per cent of employees were covered by superannuation in 1991-92.

The total cost of superannuation in the private sector rose from \$2,969m in 1987-88 to \$4,849m in 1991-92. Costs per employee rose from \$707 to \$1,196 over the same period. Public sector costs of superannuation in 1991-92 were \$7,147m, made up of \$3,840m paid from individual agencies, and \$3,307m from consolidated revenue funds.

From 1990-91 to 1991-92 State government revenue from payroll tax paid by private sector employers increased 4.1 per cent to \$4,154m. As payroll tax is levied above a prescribed payroll threshold in each State, the incidence of payroll tax increases with the size of the employer. Only 5.3 per cent of employers in the 0-19 employees size group paid payroll tax in 1991-92. The incidence of employers with 100 or more employees paying payroll tax was 89 per cent. Most of those not paying payroll tax in this group would be exempt employers.

Total hours paid per employee in 1991-92 were highest for employers with 100 employees or more at 1,720 hours compared to 1,588 hours for employers with fewer than 20. This increase was consistent through all components of labour costs. For example, employers with 100 or more employees paid for 124 hours of annual leave per employee, whereas smaller businesses with less than 20 employees paid for 73 hours.

In the private sector, total hours worked in 1991-92 were 1,483 per employee. The public sector showed similar results, with 1,485 hours worked per employee. Total hours paid but not worked, however, were significantly higher in the public sector (265 hours) than the private sector (161 hours). Paid leave hours per employee in the private sector were 92 compared to 124 hours for the public sector. Similar variations were found for sick leave and other leave hours.

Industry comparisons of hours of paid leave show considerable variation. The industries with the highest hours of paid leave were Electricity, gas and water (221 hours) and Mining (208 hours). In contrast, only 64 hours of paid leave were recorded on average for employees in the Recreation, personal and other services industry. These variations predominantly reflect relative employment conditions and the proportion of casual employees within industries.

In the private sector, permanent employees received the equivalent of 9.0 public holidays. By comparison, public sector permanent employees received 9.8 days, reflecting the additional public sector holidays available to most employees.

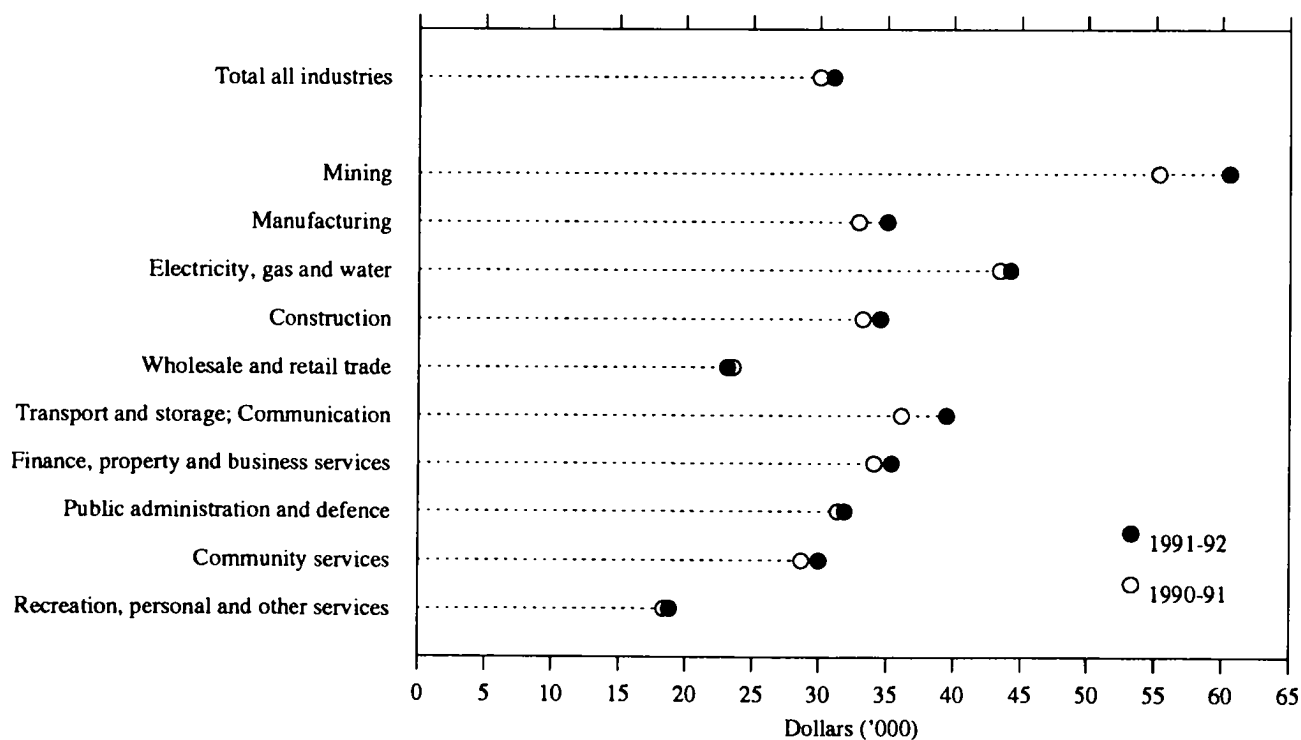
**TABLE 6.9. LABOUR COSTS PER HOUR WORKED AND PERCENTAGE DISTRIBUTION, BY TYPE OF LABOUR COST, SECTOR, AUSTRALIA, 1991-92**

	Private		Public		Total	
	Cost per hour worked (\$)	Percentage of total costs	Cost per hour worked (\$)	Percentage of total costs	Cost per hour worked (\$)	Percentage of total costs
<b>Earnings</b>	17.46	89.50	21.30	88.0	18.59	89.0
<b>Payments for time worked</b>	14.92	76.5	17.19	71.0	15.59	74.6
<b>Other earnings</b>	2.54	13.0	4.11	17.0	3.0	14.4
Annual leave	0.87	4.5	1.54	6.4	1.07	5.1
Sick leave	0.17	0.9	0.43	1.8	0.25	1.2
Other leave	0.06	0.3	0.25	1.0	0.11	0.5
Public holidays	0.41	2.1	0.64	2.6	0.48	2.3
Annual leave loading	0.13	0.7	0.21	0.9	0.15	0.7
Infrequent bonuses	0.11	0.5	0.02	0.1	0.08	0.4
Termination payments	0.41	2.1	0.84	3.5	0.54	2.6
Fringe benefits	0.38	1.9	0.19	0.8	0.32	1.5
<b>Other labour costs</b>	2.05	10.5	2.90	12.0	2.30	11.0
Superannuation(a)	0.81	4.1	1.54	6.4	1.02	4.9
Payroll tax	0.69	3.5	0.83	3.4	0.73	3.5
Workers' compensation	0.38	1.9	0.43	1.8	0.40	1.9
Fringe benefits tax	0.18	0.9	0.90	0.4	0.15	0.7
<b>Total labour cost</b>	19.52	100.0	24.20	100.0	20.89	100.0
<b>Of which - on-costs(b)</b>	4.60	23.5	7.01	29.0	5.30	25.4

(a) Superannuation amounts shown in the public sector are those amounts that are met from the annual budgets of individual agencies. (b) On-costs comprises Other labour costs and Other earnings.

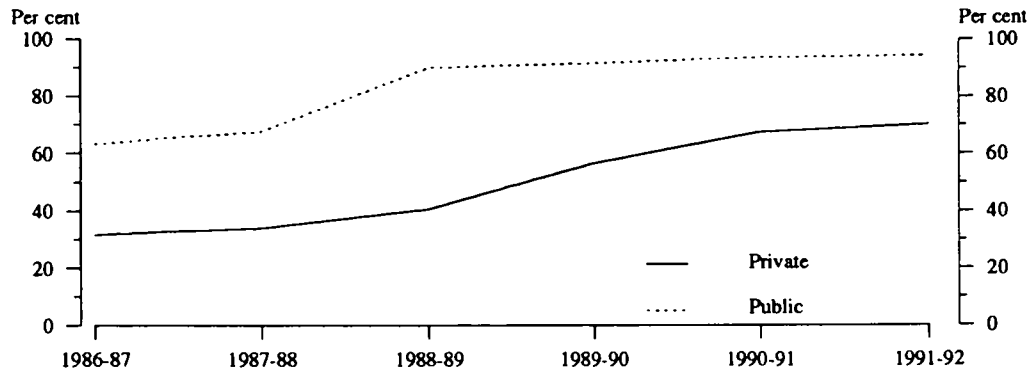
Source: *Labour Costs, Australia* (6348.0).

**CHART 6.7. AVERAGE LABOUR COSTS PER EMPLOYEE BY INDUSTRY, AUSTRALIA 1990-91 AND 1991-92**



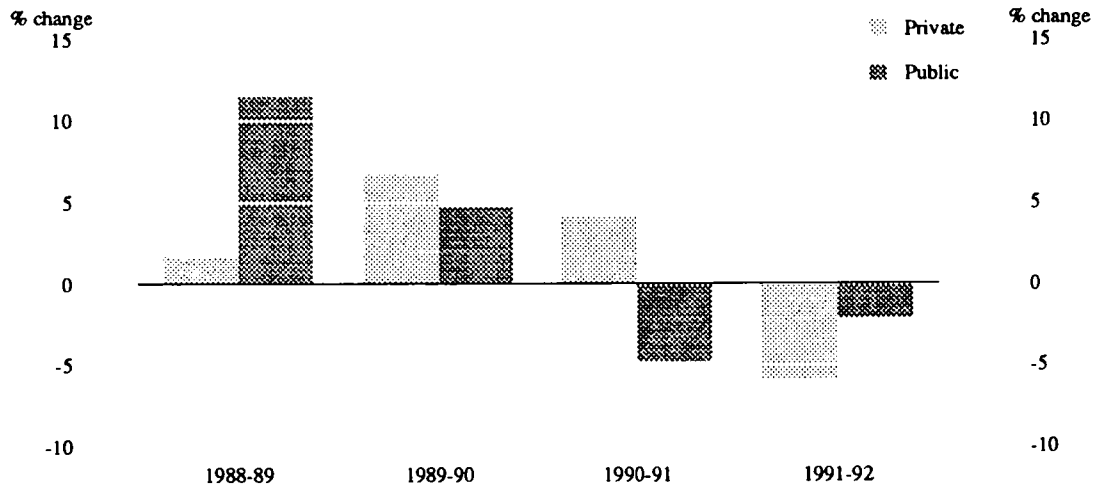
Source: *Labour Costs, Australia* (6348.0).

**CHART 6.8. SUPERANNUATION COVERAGE BY SECTOR, AUSTRALIA  
1986-87 TO 1991-92**



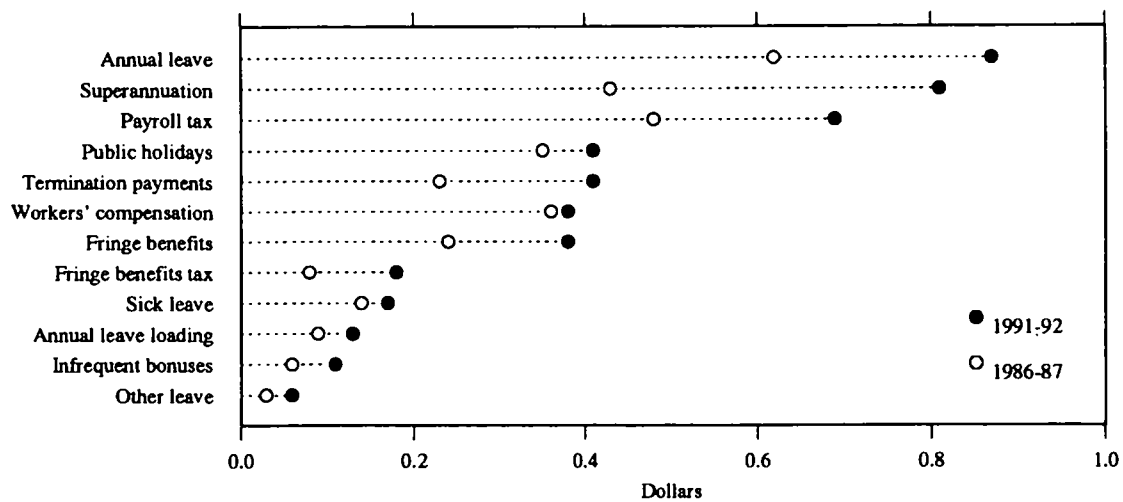
Source: *Labour Costs, Australia* (6348.0).

**CHART 6.9. WORKERS' COMPENSATION COSTS PER EMPLOYEE  
Annual Percentage Change 1988-89 to 1991-92**



Source: *Labour Costs, Australia* (6348.0).

**CHART 6.10. ON-COSTS PER HOUR WORKED, PRIVATE SECTOR, AUSTRALIA  
1986-87 AND 1991-92**



Source: *Labour Costs, Australia* (6348.0).

TABLE 6.10. LABOUR COSTS: TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA, 1991-92

Industry	Earnings		Other labour costs				Total labour costs
	Payments for time worked	Other earnings	Super-annuation(a)	Payroll tax	Workers' compensation	Fringe benefits tax	
COSTS PER HOUR WORKED (\$)							
Mining	24.22	5.17	1.55	1.64	0.79	0.43	33.80
Manufacturing	15.18	2.87	0.79	0.91	0.60	0.13	20.48
Electricity, gas and water	17.61	4.77	2.45	1.38	0.72	0.12	27.04
Construction	15.11	2.65	1.30	0.60	0.63	0.12	20.40
Wholesale and retail trade	13.11	1.97	0.57	0.58	0.27	0.14	16.64
Transport and storage; Communication	16.50	3.73	1.98	1.05	0.54	0.10	23.90
Finance, property and business services	16.48	3.72	1.26	0.92	0.18	0.43	23.00
Public administration and defence	16.08	3.19	1.08	0.26	0.39	0.07	21.07
Community services	17.16	3.44	0.97	0.58	0.35	0.04	22.55
Recreation, personal and other services	12.97	1.41	0.53	0.40	0.24	0.06	15.62
Total all industries	15.59	3.00	1.02	0.73	0.40	0.15	20.89
AVERAGE COSTS PER EMPLOYEE (\$)							
Mining	43,354	9,254	2,773	2,944	1,415	764	60,504
Manufacturing	25,981	4,903	1,345	1,565	1,028	217	35,038
Electricity, gas and water	28,789	7,796	4,003	2,253	1,173	189	44,203
Construction	25,586	4,481	2,201	1,010	1,063	206	34,546
Wholesale and retail trade	18,227	2,738	796	805	373	197	23,137
Transport and storage; Communication	27,287	6,174	3,272	1,729	899	167	39,527
Finance, property and business services	25,386	5,734	1,944	1,422	280	669	35,435
Public administration and defence	24,319	4,825	1,632	393	584	109	31,862
Community services	22,826	4,580	1,296	774	470	48	29,994
Recreation, personal and other services	15,635	1,706	635	484	290	77	18,827
Total all Industries	23,126	4,455	1,516	1,086	586	225	30,995
TOTAL COSTS (\$ million)							
Mining	2,986	637	191	203	97	53	4,167
Manufacturing	23,337	4,404	1,208	1,405	923	195	31,472
Electricity, gas and water	2,908	787	404	228	118	19	4,465
Construction	6,556	1,148	564	259	272	53	8,852
Wholesale and retail trade	21,203	3,185	926	937	434	229	26,915
Transport and storage; Communication	11,426	2,585	1,370	724	376	70	16,551
Finance, property and business services	20,483	4,627	1,569	1,147	226	540	28,592
Public administration and defence	7,816	1,551	524	126	188	35	10,241
Community services	29,505	5,920	1,675	1,000	608	62	38,771
Recreation, personal and other services	6,308	688	256	195	117	31	7,595
Total all Industries	132,527	25,532	8,689	6,224	3,360	1,287	177,620

(a) Superannuation includes only those amounts met from the annual budgets of individual agencies.

Source: Labour Costs, Australia (6348.0).

### Employment Benefits

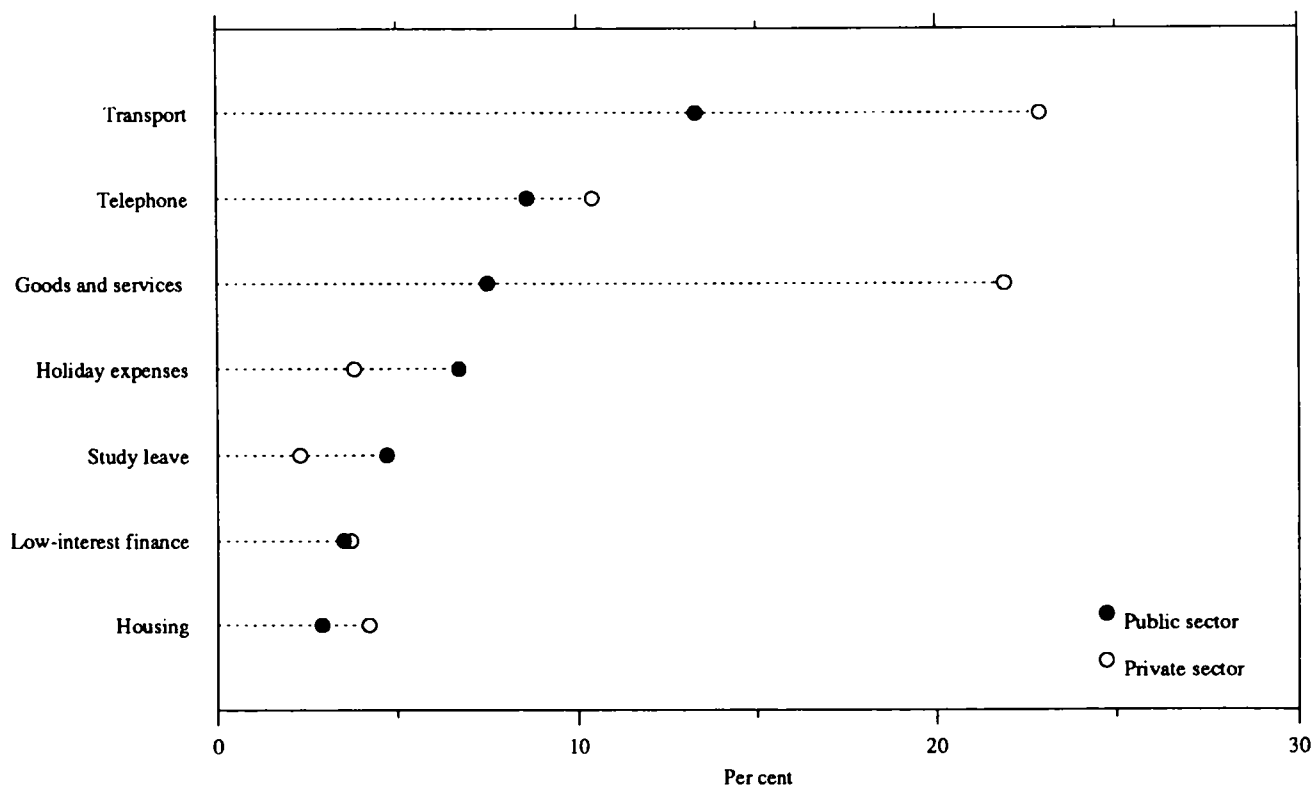
The proportion of employees working full time in their main job, (excluding persons attending school) who received one or more employment benefits shows little variation since August 1990 with 97 per cent reporting receiving at least one benefit in August 1992. For part-time employees, the proportion who received one or more benefits has increased from 61 per cent in August 1990 to 71 per cent in August 1992.

Specific benefits to have increased over this period for employees working full time in their main job include:

- **Superannuation:** The proportion of employees in receipt of a superannuation benefit has continued to increase. In July 1991 the proportion of such employees was 80 per cent and by August 1992 it had risen to 88 per cent. For part time employees, the proportion was 54 per cent in August 1992 compared to 42 per cent in July 1991.
- **Goods and services:** The proportion of employees receiving a goods and services benefit has increased from 17 per cent in August 1990 to 18 per cent in August 1992.

Public sector employees who worked full time in their main job had a higher incidence of the most common employment benefits (standard benefits) than their private sector counterparts. These common benefits include holiday leave (98% and 89% respectively), sick leave (98% and 88%), long-service leave (95% and 71%) and superannuation (95% and 85%). Private sector employees who worked full time in their main job were more likely to have received a special benefit (ie benefits other than leave and superannuation). Included amongst these were goods and services (22% for private sector employees and 7.5% for public sector employees) and transport (23% and 13% respectively).

**CHART 6.11. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS BY SECTOR, AUSTRALIA, AUGUST 1992**



Source: *Employment Benefits, Australia* (6334.0).

TABLE 6.11. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME EMPLOYEES IN MAIN JOB AND PART-TIME EMPLOYEES IN MAIN JOB, AUSTRALIA, AUGUST 1990 TO AUGUST 1992

Type of benefit received	August 1990(a)	July 1991	August 1992	
FULL-TIME EMPLOYEES IN MAIN JOB				
Total	5,189.6	—'000— 4,917.2	4,767.4	(per cent) 100.0
		—per cent—		
Superannuation	59.5	79.9	4,197.6	88.0
Holiday leave	92.8	92.0	4,362.9	91.5
Sick leave	92.1	91.5	4,343.1	91.1
Long-service leave	77.8	77.7	3,739.5	78.4
Goods and services	16.8	17.1	840.8	17.6
Transport	20.5	20.5	957.8	20.1
Telephone	10.0	10.2	470.1	9.9
Holiday expenses	4.5	4.7	222.2	4.7
Medical	4.2	4.4	186.6	3.9
Housing	3.9	3.7	180.3	3.8
Low-interest finance	3.1	3.6	172.1	3.6
Study leave	2.6	3.1	144.2	3.0
Shares	3.1	3.3	161.6	3.4
Union dues/prof. association	3.1	3.7	163.3	3.4
Electricity	2.3	2.4	125.7	2.6
Entertainment allowance	2.5	2.1	108.5	2.3
Club fees	1.9	2.2	88.4	1.9
Child care/education expenses	0.3	0.3	13.9	0.3
No benefits	3.0	2.9	122.7	2.6
PART-TIME EMPLOYEES IN MAIN JOB				
Total	1,215.3	—'000— 1,253.3	1,408.7	(per cent) 100.0
		—per cent—		
Superannuation	24.9	42.3	761.9	54.1
Holiday leave	32.5	33.0	460.3	32.7
Sick leave	32.6	33.2	471.2	33.4
Long-service leave	25.2	25.3	369.7	26.2
Goods and services	17.5	19.3	270.2	19.2
Transport	5.8	5.4	78.9	5.6
Telephone	3.5	3.3	51.3	3.6
Holiday expenses	1.0	1.0	12.4	0.9
Medical	1.0	1.1	15.9	1.1
Housing	1.0	1.0	14.3	1.0
Low-interest finance	0.8	0.9	12.9	0.9
Study leave	1.7	2.4	33.0	2.3
Shares	0.8	0.7	13.3	0.9
Union dues/prof. association	0.6	0.8	7.6	0.5
Electricity	0.9	1.1	19.8	1.4
Entertainment allowance	0.1	*0.1	*2.4	*0.2
Club fees	*0.3	0.3	3.7	0.3
Child care/education expenses	*0.2	*0.2	*2.6	*0.2
No benefits	39.0	33.6	407.6	28.9
TOTAL				
Total	6,404.9	—'000— 6,170.4	6,176.1	(per cent) 100.0
		—per cent—		
Superannuation	52.9	72.2	4,959.4	80.3
Holiday leave	81.3	80.0	4,823.2	78.1
Sick leave	80.8	79.7	4,814.3	77.9
Long-service leave	67.8	67.1	4,109.3	66.5
Goods and services	17.0	17.6	1,111.0	18.0
Transport	17.7	17.4	1,036.7	16.8
Telephone	8.8	8.8	521.4	8.4
Holiday expenses	3.8	4.0	234.6	3.8
Medical	3.5	3.7	202.5	3.3
Housing	3.3	3.2	194.6	3.2
Low-interest finance	2.6	3.1	185.1	3.0
Study leave	2.4	3.0	177.2	2.9
Shares	2.7	2.8	174.9	2.8
Union dues/prof. association	2.6	3.1	170.9	2.8
Electricity	2.0	2.1	145.5	2.4
Entertainment allowance	2.0	1.7	110.9	1.8
Club fees	1.6	1.8	92.1	1.5
Child care/education expenses	0.3	0.3	16.6	0.3
No benefits	9.8	9.2	530.3	8.6

(a) The August 1990 survey excluded all persons aged 70 and over.

Source: *Employment Benefits, Australia* (6334.0).

## CHAPTER 7

### HOURS OF WORK

The ABS Monthly Labour Force Survey provides the principal source of information about actual, average and aggregate hours worked by employed persons. Hours worked data from this survey are provided for males and females, full-time and part-time employed persons, and by broad industry group.

In addition to the statistics on hours worked collected in the Labour Force Survey, data on hours paid for are collected from surveys of employers. Information on overtime hours paid for is presented in this chapter.

#### Hours of work

Apart from a fall to 35.6 hours in August 1987, average weekly hours worked remained relatively flat at around 35.9 hours between August 1983 and August 1990. Average weekly hours worked then fell to 35.3 hours in August 1991 and August 1992 before rising again to 35.8 hours in August 1993. Over the same period, average weekly hours worked by full-time workers generally increased, rising from 40.2 hours in August 1983 to 42.1 hours in August 1993. Average weekly hours worked by part-time workers remained relatively flat over this period, and in August 1993 was 15.7 hours, the same as in August 1983.

Average hours of work were higher for males than females. For female full-time workers the average weekly hours worked were 39.2 hours in August 1993, compared with 43.5 hours for male full-time workers.

TABLE 7.1. HOURS WORKED BY EMPLOYED PERSONS, AUSTRALIA, AUGUST 1983 AND AUGUST 1993 ('000)

	Females				
	Males	Not Married	Married	Total	Persons
AUGUST 1983					
Weekly hours worked—					
0	201.9	45.2	70.6	115.7	317.7
1-15	133.1	127.3	296.2	423.5	556.6
16-29	206.0	97.4	267.7	365.2	571.2
30-34	275.3	75.9	125.9	201.8	477.1
35-39	668.3	188.7	195.3	384.0	1,052.3
40	1,104.2	282.7	263.3	546.0	1,650.2
41-44	241.5	48.8	45.9	94.7	336.2
45-48	326.0	38.4	34.2	72.6	398.6
49 and over	747.2	49.1	84.9	134.0	881.1
Total	3,903.6	953.5	1,384.0	2,337.4	6,241.1
AUGUST 1993(a)					
Weekly hours worked—					
0	191.1	54.4	98.7	153.1	344.2
1-15	248.2	254.3	391.2	645.4	893.6
16-29	284.5	153.6	439.1	592.6	877.1
30-34	309.2	106.6	190.6	297.2	606.4
35-39	691.4	242.5	310.8	553.2	1,244.7
40	804.3	203.8	221.0	424.8	1,229.1
41-44	240.2	59.8	69.1	128.9	369.0
45-48	425.0	71.6	92.2	163.7	588.7
49 and over	1,188.8	99.7	179.5	279.3	1,468.1
Total	4,382.7	1,246.1	1,992.2	3,238.3	7,621.0

(a) Estimates are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).



TABLE 7.2. EMPLOYED PERSONS: AGGREGATE AND AVERAGE WEEKLY HOURS WORKED, AUSTRALIA, AUGUST 1983 TO AUGUST 1993

August	Aggregate weekly hours worked (million)			Average weekly hours worked				
	Full-time workers	Part-time workers	Total	Full-time workers	Part-time workers	Wage and salary earners	Other(a)	Total
MALES								
1983	150.4	4.0	154.4	41.0	16.7	37.9	47.1	39.6
1984	156.8	3.9	160.8	41.6	16.1	38.4	46.9	40.0
1985	159.4	4.1	163.5	41.3	16.2	38.1	47.0	39.8
1986(b)	163.3	4.3	167.7	41.6	15.4	38.4	46.5	39.9
1987	165.5	4.9	170.4	41.8	15.3	38.3	46.6	39.8
1988	173.2	4.6	177.8	42.5	15.0	39.1	47.2	40.6
1989 r	180.5	5.1	185.6	42.9	14.4	39.5	46.3	40.7
1990 r	179.0	5.4	184.4	42.6	14.7	39.4	45.1	40.4
1991 r	169.1	6.0	175.1	42.3	14.8	38.6	45.0	39.7
1992 r	168.5	6.9	175.4	43.0	14.9	38.9	44.7	40.0
1993	171.0	7.0	178.0	43.5	15.5	39.3	45.9	40.6
FEMALES								
1983	56.5	13.1	69.6	38.0	15.4	29.7	30.2	29.8
1984	59.0	14.3	73.2	38.1	15.8	29.9	29.9	29.9
1985	60.5	15.1	75.7	37.7	15.8	29.4	30.2	29.5
1986(b)	63.8	15.9	79.7	37.8	15.5	29.4	28.7	29.4
1987	64.8	17.2	82.0	37.9	15.6	29.2	28.4	29.1
1988	68.7	18.3	87.1	38.2	15.6	29.5	28.0	29.3
1989 r	73.4	19.7	93.1	38.7	15.6	29.5	29.0	29.5
1990 r	75.5	20.2	95.7	38.8	15.6	29.7	28.3	29.5
1991 r	73.7	20.4	94.0	38.6	15.5	29.2	29.0	29.2
1992 r	72.0	21.8	93.7	39.3	15.6	29.0	28.8	29.0
1993	73.1	21.7	94.9	39.2	15.8	29.2	30.0	29.3
PERSONS								
1983	206.8	17.1	223.9	40.2	15.7	34.7	42.1	35.9
1984	215.8	18.2	234.0	40.6	15.9	35.1	42.0	36.2
1985	220.0	19.3	239.2	40.3	15.9	34.7	41.9	35.8
1986(b)	227.1	20.2	247.4	40.5	15.5	34.7	40.8	35.8
1987	230.3	22.1	252.4	40.6	15.5	34.6	40.8	35.6
1988	241.9	22.9	264.8	41.2	15.5	35.1	40.9	36.0
1989 r	253.8	24.8	278.7	41.6	15.3	35.3	40.7	36.1
1990 r	254.5	25.6	280.1	41.4	15.4	35.2	39.5	35.9
1991 r	242.7	26.4	269.1	41.1	15.3	34.5	39.6	35.3
1992 r	240.4	28.7	269.1	41.8	15.4	34.5	39.3	35.3
1993	244.2	28.7	272.8	42.1	15.7	34.8	40.6	35.8

(a) Comprises employers, self-employed persons and unpaid family helpers. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 7.3. AVERAGE WEEKLY HOURS WORKED: EMPLOYED PERSONS BY INDUSTRY, AUSTRALIA, AUGUST 1983 TO AUGUST 1993

Industry	August										
	1983	1984	1985	1986(a)	1987	1988	1989 r	1990 r	1991r	1992 r	1993
MALES											
Agriculture, forestry, fishing and hunting	48.0	47.8	48.0	48.6	48.2	48.0	46.0	47.4	47.4	46.4	47.5
Mining	37.2	36.9	39.2	38.6	38.6	41.5	42.2	42.2	40.6	41.6	43.2
Manufacturing	38.4	39.4	39.1	39.5	39.3	40.5	40.9	40.9	39.4	40.5	40.5
Electricity, gas and water	35.3	35.5	34.5	35.0	35.5	33.8	36.4	35.7	36.3	36.0	37.0
Construction	37.9	38.9	38.7	38.3	39.2	40.4	40.9	38.7	38.5	38.5	40.4
Wholesale and retail trade	41.5	41.6	41.3	41.5	40.9	41.2	41.0	40.7	40.2	40.0	40.6
Transport and storage	39.3	39.7	40.4	39.9	39.5	40.3	40.9	41.3	41.1	41.0	42.0
Communication	33.5	33.7	35.7	34.1	34.5	34.4	36.5	35.3	35.3	35.5	36.5
Finance, property and business services	39.6	40.7	40.2	40.4	40.5	42.0	42.0	41.2	40.8	41.7	42.4
Public administration and defence	35.5	36.2	34.8	35.4	35.6	36.2	36.2	37.4	35.4	37.0	36.5
Community services	39.2	39.1	37.9	38.4	38.5	39.2	39.4	39.1	38.9	38.7	38.9
Recreation, personal and other services	39.4	39.9	39.1	39.6	39.2	38.9	38.9	38.6	37.1	37.4	37.5
Total employed	39.5	40.0	39.8	39.9	39.8	40.6	40.7	40.4	39.7	40.0	40.6
MARRIED FEMALES											
Agriculture, forestry, fishing and hunting	28.8	27.5	27.4	27.9	29.3	26.6	26.5	28.1	29.3	27.1	31.6
Mining	37.9	30.2	28.5	34.5	32.5	34.4	32.9	36.1	38.8	30.8	29.0
Manufacturing	32.1	32.4	31.0	31.6	31.9	32.1	32.5	32.0	31.4	32.9	32.2
Electricity, gas and water	30.7	26.5	27.7	29.4	30.5	27.0	31.6	27.8	33.0	31.7	28.0
Construction	19.1	18.3	18.5	17.9	17.7	18.8	17.7	18.4	17.9	18.4	18.9
Wholesale and retail trade	29.4	29.5	29.7	29.5	29.0	28.7	28.8	29.5	29.2	29.4	29.4
Transport and storage	24.1	28.9	27.0	26.7	25.3	27.0	28.8	28.1	27.1	29.8	28.6
Communication	28.1	29.8	28.4	28.1	27.9	30.1	31.1	29.4	29.0	30.7	30.7
Finance, property and business services	27.6	28.9	27.0	27.0	27.6	28.2	28.8	28.5	28.9	28.2	27.5
Public administration and defence	28.5	28.3	27.6	28.6	28.3	29.5	28.2	29.5	28.9	30.5	28.9
Community services	27.4	27.4	26.9	27.2	26.9	27.5	27.3	27.7	28.0	28.0	28.7
Recreation, personal and other services	25.5	26.7	28.5	27.8	27.4	27.5	28.1	28.7	27.4	27.5	27.9
Total employed	28.2	28.5	28.0	28.0	28.0	28.2	28.3	28.6	28.5	28.6	28.8
ALL FEMALES											
Agriculture, forestry, fishing and hunting	29.7	28.7	29.2	28.5	29.2	27.3	26.8	28.3	29.8	27.8	31.2
Mining	36.8	32.3	30.8	34.9	33.3	37.2	35.1	35.1	39.5	32.1	32.9
Manufacturing	33.1	33.5	32.2	32.7	33.1	33.0	33.4	32.9	32.1	33.4	33.1
Electricity, gas and water	31.4	32.2	30.7	31.9	33.1	30.0	31.6	31.8	33.7	32.9	32.1
Construction	21.5	21.2	21.6	20.0	20.1	21.1	20.6	21.4	19.7	20.1	21.0
Wholesale and retail trade	28.9	28.5	28.9	28.7	27.7	27.5	27.7	27.8	27.0	27.0	26.9
Transport and storage	29.8	32.8	29.9	30.0	29.3	30.2	31.9	31.6	30.9	31.6	31.4
Communication	29.7	30.5	31.2	30.3	28.2	29.8	31.6	30.2	30.5	32.5	31.6
Finance, property and business services	30.5	31.1	30.5	30.0	30.6	31.3	31.8	31.2	31.2	30.2	30.0
Public administration and defence	30.6	31.1	29.8	30.9	30.6	31.3	30.7	31.4	30.5	31.1	30.8
Community services	30.1	29.9	29.3	29.3	29.1	29.5	29.2	29.6	29.6	29.5	30.0
Recreation, personal and other services	26.3	27.8	28.4	27.7	27.4	27.6	28.3	28.0	27.0	26.6	27.8
Total employed	29.8	29.9	29.5	29.4	29.1	29.3	29.5	29.5	29.2	29.0	29.3
PERSONS											
Agriculture, forestry, fishing and hunting	43.7	43.2	43.0	43.0	43.1	42.0	40.5	41.9	42.3	40.8	42.7
Mining	37.2	36.5	38.4	38.3	38.1	41.2	41.5	41.5	40.5	40.7	42.4
Manufacturing	37.1	37.9	37.3	37.6	37.7	38.5	38.8	38.8	37.4	38.6	38.5
Electricity, gas and water	35.0	35.2	34.2	34.7	35.3	33.5	36.0	35.2	36.0	35.5	36.3
Construction	36.1	37.1	36.6	35.9	36.8	38.0	38.3	36.5	36.2	36.1	37.6
Wholesale and retail trade	36.0	35.9	36.0	35.9	35.1	35.1	34.9	34.8	34.3	34.1	34.4
Transport and storage	37.9	38.6	38.8	38.2	37.7	38.3	39.1	39.3	39.0	39.2	39.8
Communication	32.6	32.9	34.6	33.1	32.9	33.2	35.2	34.0	33.9	34.6	35.0
Finance, property and business services	35.3	36.2	35.7	35.4	35.8	36.7	37.1	36.1	36.1	36.1	36.5
Public administration and defence	33.9	34.5	33.0	33.8	33.7	34.4	34.1	34.9	33.3	34.8	34.1
Community services	33.5	33.2	32.4	32.7	32.4	32.9	32.8	32.8	32.8	32.7	32.9
Recreation, personal and other services	31.9	33.4	33.1	32.9	32.5	32.4	32.9	32.5	31.4	31.4	32.1
Total employed	35.9	36.2	35.8	35.8	35.6	36.0	36.1	35.9	35.3	35.3	35.8

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

**TABLE 7.4. HOURS PAID PER EMPLOYEE: STATES AND TERRITORIES, INDUSTRY, EMPLOYER SIZE AND SECTOR, 1991-92**  
(number of hours per employee)

	<i>Hours worked</i>	<i>Hours paid but not worked</i>					<i>Total hours paid</i>
		<i>Annual leave</i>	<i>Sick leave</i>	<i>Other leave</i>	<i>Public holidays</i>	<i>Total</i>	
<i>States/Territories—</i>							
New South Wales	1,502	104	28	11	45	188	1,690
Victoria	1,479	113	28	11	54	206	1,685
Queensland	1,462	99	22	8	41	170	1,632
South Australia	1,477	104	26	10	44	185	1,661
Western Australia	1,474	113	24	13	54	203	1,677
Tasmania	1,461	106	25	10	51	192	1,653
Northern Territory	1,481	129	24	9	50	212	1,693
Australian Capital Territory	1,503	103	31	16	56	205	1,708
<i>Industry—</i>							
Mining	1,790	153	38	17	62	270	2,060
Manufacturing	1,711	117	30	9	57	213	1,924
Electricity, gas and water	1,635	140	53	28	71	292	1,927
Construction	1,693	99	23	9	58	189	1,883
Wholesale and retail trade	1,390	74	15	4	37	129	1,520
Transport, storage and communication	1,654	129	42	15	58	243	1,897
Finance, property and business services	1,541	102	24	7	54	188	1,728
Public administration and defence	1,512	112	40	22	63	238	1,750
Community services	1,330	136	31	18	45	229	1,559
Recreation, personal and other services	1,206	52	10	2	20	84	1,290
<i>Employer size—</i>							
0-19 employees	1,464	73	11	2	39	125	1,588
20-99 employees	1,491	97	21	5	44	167	1,657
100 or more employees	1,491	124	35	17	53	229	1,720
<i>Sector—</i>							
Private	1,483	92	20	6	43	161	1,644
Public	1,485	141	42	23	59	265	1,751
<b>Total 1991-92</b>	<b>1,484</b>	<b>106</b>	<b>27</b>	<b>11</b>	<b>48</b>	<b>192</b>	<b>1,675</b>
<b>Total 1986-87</b>	<b>1,539</b>	<b>104</b>	<b>30</b>	<b>11</b>	<b>52</b>	<b>196</b>	<b>1,734</b>

Source: *Labour Costs, Australia* (6348.0).

### Overtime

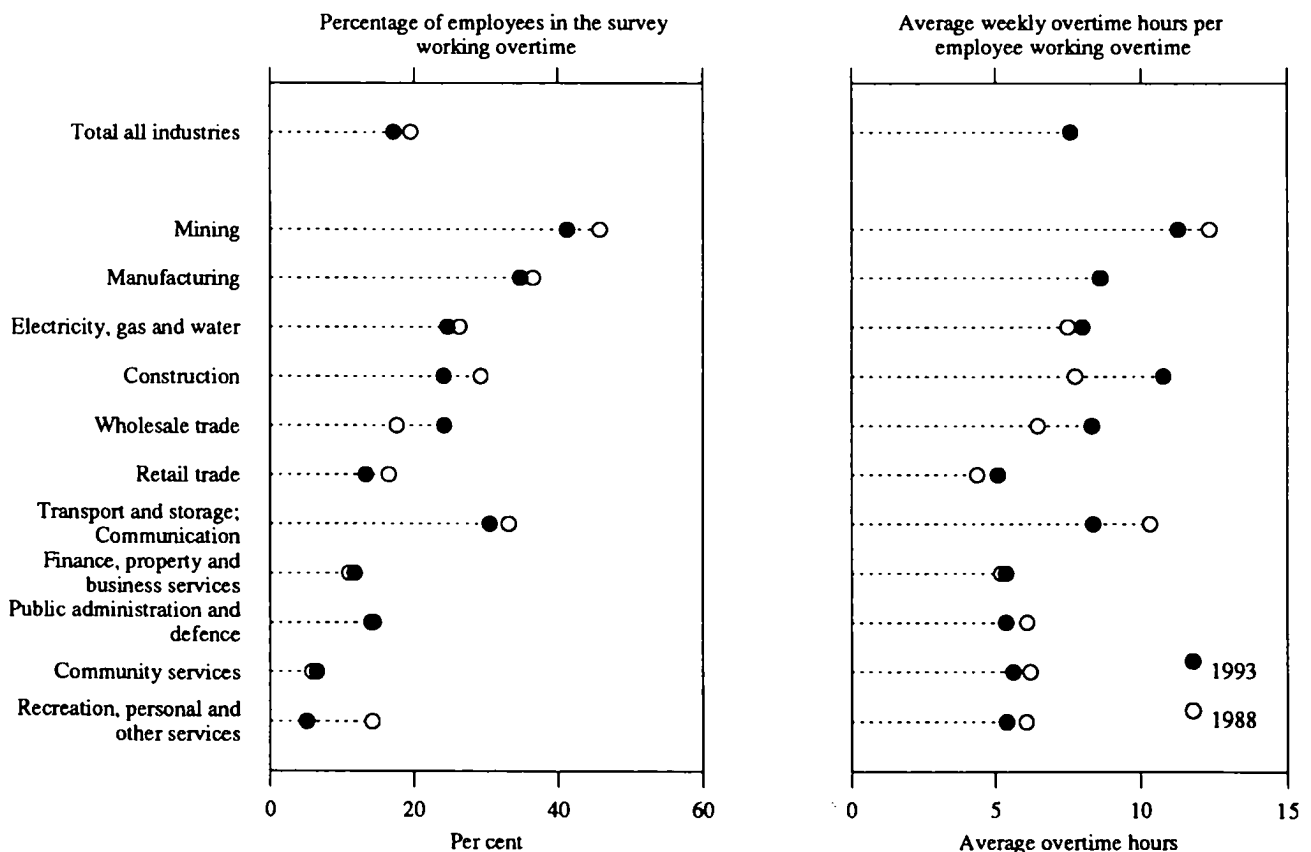
In the five years to November 1993, overtime has fluctuated, reaching a peak in November 1989, followed by a fall to a trough in August 1991 and a rise to November 1993.

Average weekly overtime hours per employee rose by 8 per cent from 1.48 hours in November 1988 to 1.60 hours in November 1989, fell by 33 per cent to 1.07 hours in August 1991 and then rose by 21 per cent to 1.30 hours in November 1993.

Average weekly overtime hours worked for persons working overtime rose by 2.6 per cent from 7.59 hours in November 1988 to 7.79 hours in November 1989, fell by 12 per cent to 6.83 hours in August 1991 and then rose by 11 per cent to 7.61 hours in November 1993.

The percentage of employed persons who worked overtime was 19.51 per cent in November 1988, rose to 20.48 per cent in November 1989, fell to 15.69 in August 1991 and then rose to 17.16 in November 1993.

CHART 7.1. OVERTIME HOURS PAID FOR, AUSTRALIA, NOVEMBER 1988 AND NOVEMBER 1993



Source: *Job Vacancies and Overtime, Australia (6354.0)*.

**CHART 7.2. AVERAGE WEEKLY OVERTIME HOURS  
PER EMPLOYEE, AUSTRALIA**



Source: Job Vacancies and Overtime (6354.0).

**TABLE 7.5. AVERAGE WEEKLY OVERTIME HOURS PAID FOR: INDUSTRY, AUSTRALIA, NOVEMBER 1988 TO NOVEMBER 1993**

Industry	1988	1989	1990	1991	1992	1993
<b>AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY</b>						
Mining	5.66	5.92	5.25	5.44	5.20	4.67
Manufacturing	3.16	3.71	2.69	2.59	2.92	3.00
Electricity, gas and water	1.98	1.85	1.99	1.62	1.89	1.98
Construction	2.27	2.96	3.45	2.08	1.99	2.60
Wholesale trade	1.14	1.41	1.04	1.40	1.35	2.02
Retail trade	0.72	0.77	0.81	0.64	0.64	0.68
Transport and storage; Communication	3.44	2.82	2.55	1.89	2.31	2.57
Public administration and defence	0.88	0.87	0.84	0.80	0.76	0.75
Community services	0.36	0.39	0.42	0.37	0.39	0.36
Other(a)	0.68	0.70	0.53	0.37	0.41	0.50
<b>All Industries</b>	<b>1.48</b>	<b>1.60</b>	<b>1.34</b>	<b>1.14</b>	<b>1.20</b>	<b>1.30</b>
<b>AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME</b>						
Mining	12.39	11.51	11.38	10.89	10.82	11.31
Manufacturing	8.63	9.25	8.23	7.93	8.50	8.61
Electricity, gas and water	7.51	7.40	7.91	7.20	7.80	8.02
Construction	7.77	9.50	10.72	9.76	9.80	10.80
Wholesale trade	6.47	7.04	6.25	6.79	7.97	8.34
Retail trade	4.39	4.54	4.96	4.67	4.79	5.09
Transport and storage; Communication	10.34	8.98	8.27	7.05	8.33	8.39
Public administration and defence	6.10	6.04	5.62	5.60	5.96	5.36
Community services	6.22	5.94	5.96	6.05	5.21	5.63
Other(a)	5.48	5.65	5.70	4.83	4.91	5.36
<b>All Industries</b>	<b>7.59</b>	<b>7.79</b>	<b>7.44</b>	<b>6.96</b>	<b>7.31</b>	<b>7.60</b>
<b>PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME</b>						
Mining	45.65	51.45	46.12	49.92	48.06	41.29
Manufacturing	36.59	40.15	32.68	32.69	34.32	34.82
Electricity, gas and water	26.31	25.00	25.14	22.45	24.25	24.70
Construction	29.27	31.12	32.24	21.32	20.28	24.11
Wholesale trade	17.60	19.97	16.67	20.57	16.98	24.23
Retail trade	16.49	17.01	16.26	13.75	13.44	13.32
Transport and storage; Communication	33.26	31.38	30.79	26.77	27.73	30.64
Public administration and defence	14.40	14.46	15.02	14.26	12.79	13.99
Community services	5.82	6.50	7.12	6.07	7.42	6.46
Other(a)	12.11	12.46	9.28	7.71	8.33	9.30
<b>All Industries</b>	<b>19.51</b>	<b>20.48</b>	<b>17.98</b>	<b>16.31</b>	<b>16.45</b>	<b>17.16</b>

(a) Comprises Finance, property and business services and Recreation, personal and other services.

Source: Job Vacancies and Overtime, Australia (6354.0).

## CHAPTER 8

### INDUSTRIAL RELATIONS

The ABS produces statistics about industrial disputes, trade union membership, and the coverage of employees by awards, determinations and collective agreements which cover the major aspects of Australian industrial relations.

#### Industrial Disputes

The industrial disputes statistics presented in this chapter are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes, and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten or more working days at the establishments where the stoppages occurred.

There were 610 disputes reported in 1993, down from 728 in 1992. This continued the trend of annual decreases in the number of disputes since 1984 and is the lowest number of disputes recorded for a calendar year since 1942 (602).

The number of working days lost fell by 32 per cent, from 941,200 in 1992 to 635,800 in 1993. This is the lowest figure, for a calendar year, since 1963 (581,600).

Of the States, Victoria reported a significant fall in working days lost, from 586,400 in 1992 to 257,200 in 1993, but still accounted for 40 per cent of all time lost in Australia during 1993. By contrast Queensland reported a 94 per cent increase in working days lost, from 66,300 in 1992 to 128,400 in 1993.

Working days lost per thousand employees decreased from 158 in 1992 to 108 in 1993. This is the lowest figure reported for a calendar year since the series was first compiled in 1967.

At the industry level, the highest number of working days lost per thousand employees occurred in the Coal mining industry (3,288). Within this industry, Queensland reported 3,744 working days lost per thousand employees and New South Wales reported 3,540.

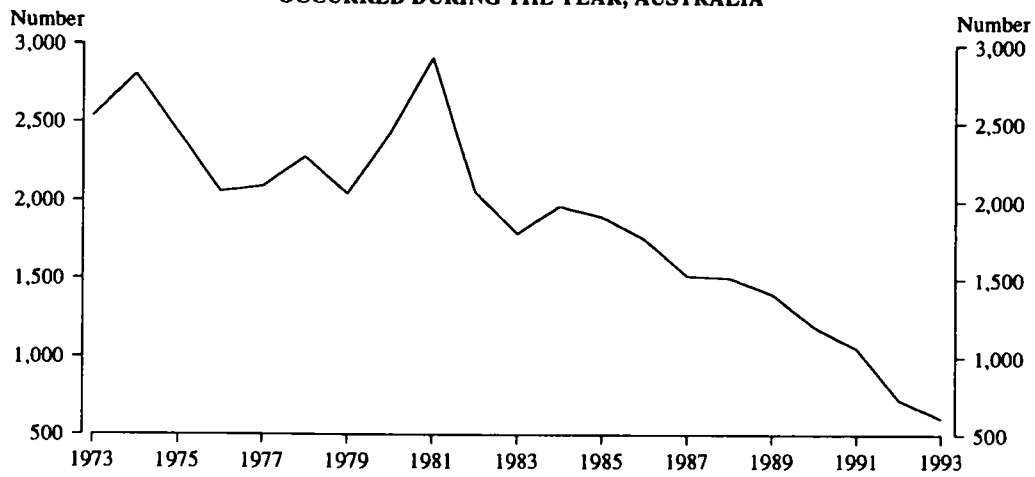
TABLE 8.1. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1973 TO 1993, AUSTRALIA

Period	Employees involved ('000)								Total working days lost ('000)	Working days lost per thousand employees (b)
	Number of disputes		Directly		Indirectly		Total			
	Commenced during period	Total	Newly involved (a)	Total	Newly involved (a)	Total	Newly involved (a)	Total		
1973	n.a.	2,538	n.a.	758.0	n.a.	45.0	n.a.	803.0	2,634.7	552
1974	n.a.	2,809	n.a.	1,947.1	n.a.	57.8	n.a.	2,004.8	6,292.5	1,273
1975	n.a.	2,432	n.a.	1,343.8	n.a.	54.1	n.a.	1,398.0	3,509.9	717
1976	n.a.	2,055	n.a.	2,137.3	n.a.	52.6	n.a.	2,189.9	3,799.2	773
1977	2,083	2,090	539.0	539.4	56.8	56.8	595.8	596.2	1,654.8	336
1978	2,276	2,277	1,011.9	1,011.9	63.7	63.7	1,075.6	1,075.6	2,130.8	434
1979	2,040	2,042	1,816.7	1,818.0	44.9	44.9	1,861.6	1,862.9	3,964.4	787
1980	2,420	2,429	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7	649
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3	797
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4	358
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4	249
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4	248
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2	228
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7	242
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9	223
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4	269
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4	190
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5	217
1991(c)	1,032	1,036	1,173.5	1,176.2	5.4	5.4	1,178.9	1,181.6	1,610.6	265
1992	726	728	867.6	867.8	3.8	3.8	871.3	871.5	941.2	158
1993	607	610	482.4	482.7	6.8	6.8	489.2	489.6	635.8	108

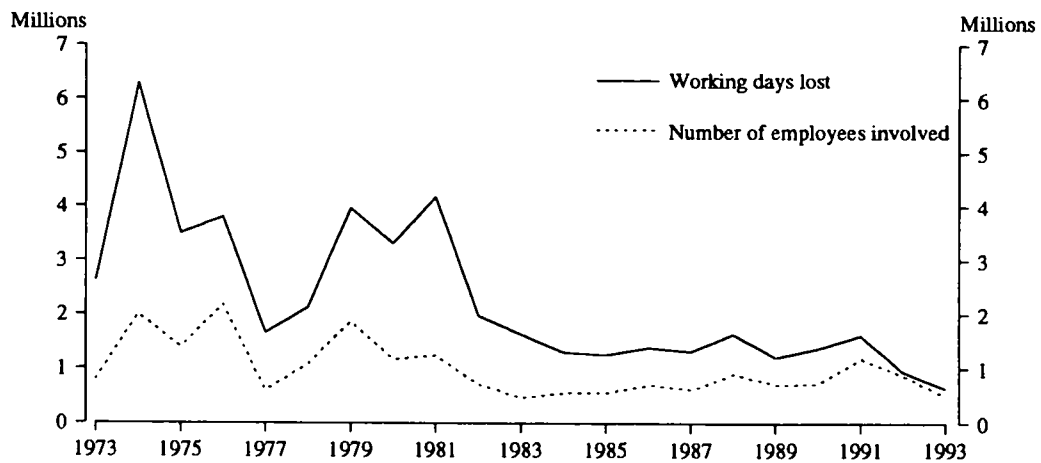
(a) Comprises workers involved in disputes that commenced during the period and additional workers involved in disputes that continued from previous periods. (b) The estimates of employees used in the calculation changed in 1980 and 1987. See the Technical Notes for further details. (c) The method of counting the number of disputes changed in September 1991. See the Technical Notes for further details.

Source: *Industrial Disputes, Australia* (6322.0).

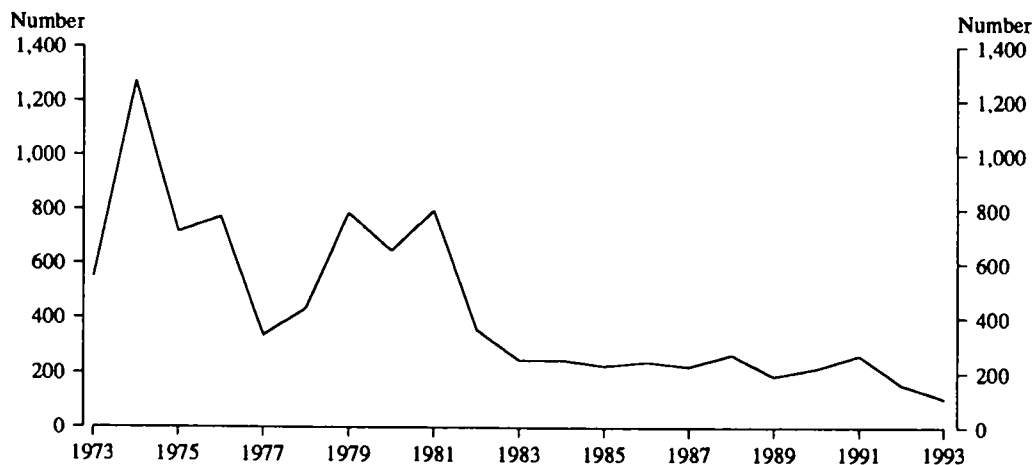
**CHART 8.1. NUMBER OF INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE YEAR, AUSTRALIA**



**CHART 8.2. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED, DISPUTES WHICH OCCURRED DURING THE YEAR, AUSTRALIA**



**CHART 8.3. INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE YEAR, WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia (6322.0)*.

**TABLE 8.2. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1973 TO 1993, BY INDUSTRY, AUSTRALIA**  
(Working days lost per thousand employees)(a)

Period	Manufacturing				Transport and storage; Communication				Community services	Other industries (b)	All industries
	Mining		Metal products, machinery and equipment	Other	Construc- tion	Steve- doring services	Other				
	Coal	Other									
1973	4,268	2,860	1,405	889	1,119	2,705	256	133	552		
1974	7,725	2,625	4,876	1,026	3,009	6,172	1,352	194	1,273		
1975	14,991	1,576	2,376	674	1,255	2,581	379	230	717		
1976	6,602	3,952	1,467	1,245	1,433	2,276	1,010	292	773		
1977	4,145	3,182	398	679	591	2,625	450	101	336		
1978	5,669	2,415	1,460	747	378	8,418	435	74	434		
1979	8,220	5,752	1,886	1,112	1,100	3,724	1,138	269	787		
1980	23,362	4,036	1,194	1,080	674	2,548	353	202	649		
1981	10,209	5,238	2,287	986	1,405	2,952	970	238	797		
1982	9,698	2,686	471	505	768	672		84	358		
1983	3,223	3,375	353	186	1,269	485		42	249		
1984	3,913	3,745	343	416	503	372		91	248		
1985	6,892	1,928	256	312	666	430	152	36	228		
1986	10,741	3,328	445	328	458	135	137	44	242		
1987	8,920	1,072	479	305	743	217	75	67	223		
1988	15,548	1,777	750	183	725	177	90	83	269		
1989	5,505	642	473	283	374	160	176	65	190		
1990	4,879	1,631	1,293	212	204	299	151	25	217		
1991	4,507	735	1,820	296	428	237	150	63	265		
1992	2,970	997	352	275	151	214	175	60	158		
1993	3,288	322	474	141	51	42	108	44	108		

(a) For change in method of calculation in January 1987, see the Technical Notes. (b) Prior to 1984 excludes agriculture, and private households employing staff.

Source: *Industrial Disputes, Australia* (6322.0).

**TABLE 8.3. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1973 TO 1993: STATES AND TERRITORIES, AUSTRALIA**  
(Working days lost per thousand employees)(a)

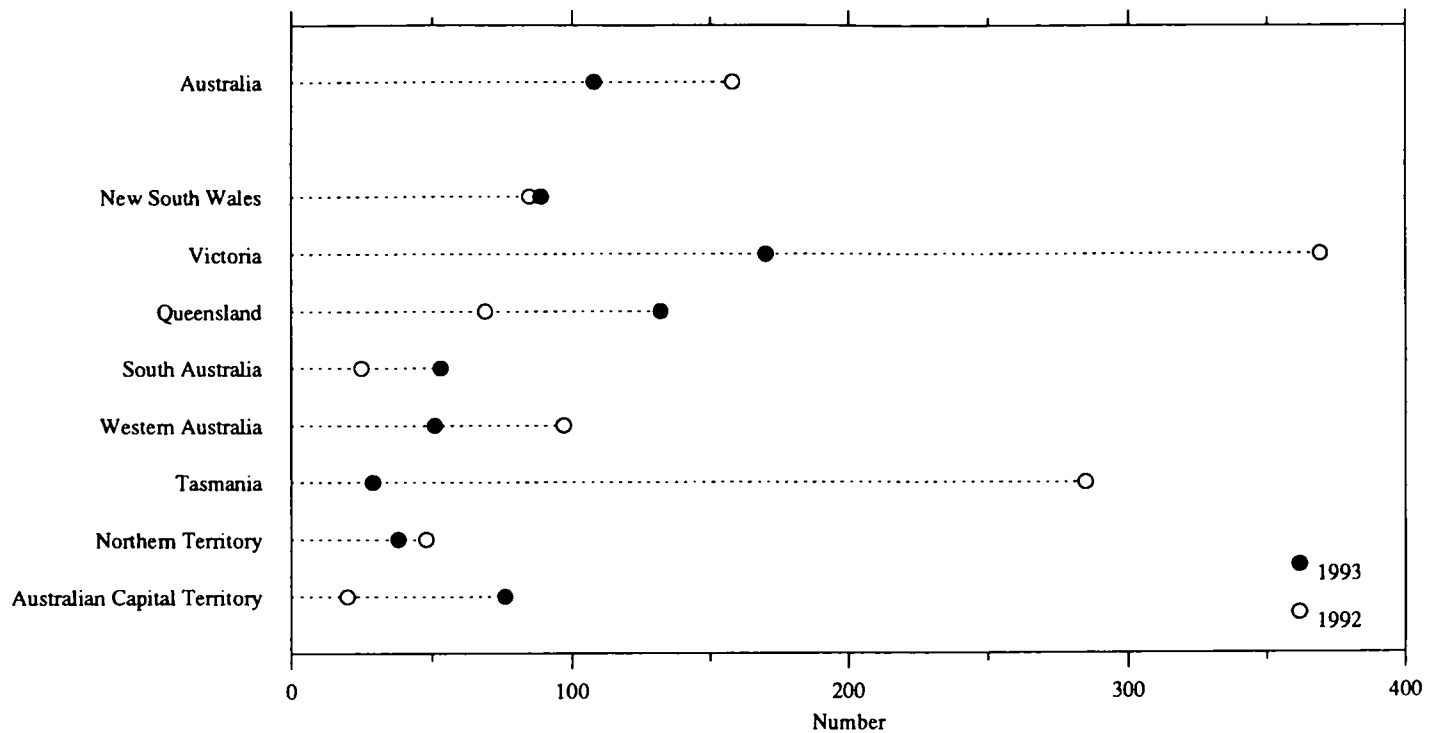
Period	NSW	Vic.	Qld	SA	WA	Tas.	N.T.	A.C.T.	Aust.
1973	622	590	509	296	313	1,089	n.a.	n.a.	552
1974	1,462	1,757	807	686	656	672	n.a.	n.a.	1,273
1975	831	910	718	277	253	305	n.a.	n.a.	717
1976	827	1,051	638	323	623	464	n.a.	n.a.	773
1977	308	433	359	65	532	197	n.a.	n.a.	336
1978	555	346	536	172	473	261	n.a.	n.a.	434
1979	742	1,083	679	402	838	439	551	269	787
1980	657	792	863	132	446	668	583	100	649
1981	1,023	863	620	320	548	461	1,227	448	797
1982	381	258	660	101	348	431	275	146	358
1983	287	163	176	115	577	478	360	22	249
1984	357	132	302	56	256	350	381	88	248
1985	209	236	411	48	188	138	213	159	228
1986	304	240	207	95	272	190	199	55	242
1987	366	172	87	91	213	177	110	143	223
1988	341	214	336	93	299	118	158	112	269
1989	269	199	102	67	187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217
1991	528	128	114	112	223	28	51	18	265
1992	85	369	69	25	97	285	48	20	158
1993	89	170	132	53	51	29	38	76	108

(a) For change in method of calculation in January 1987, see the Technical Notes.

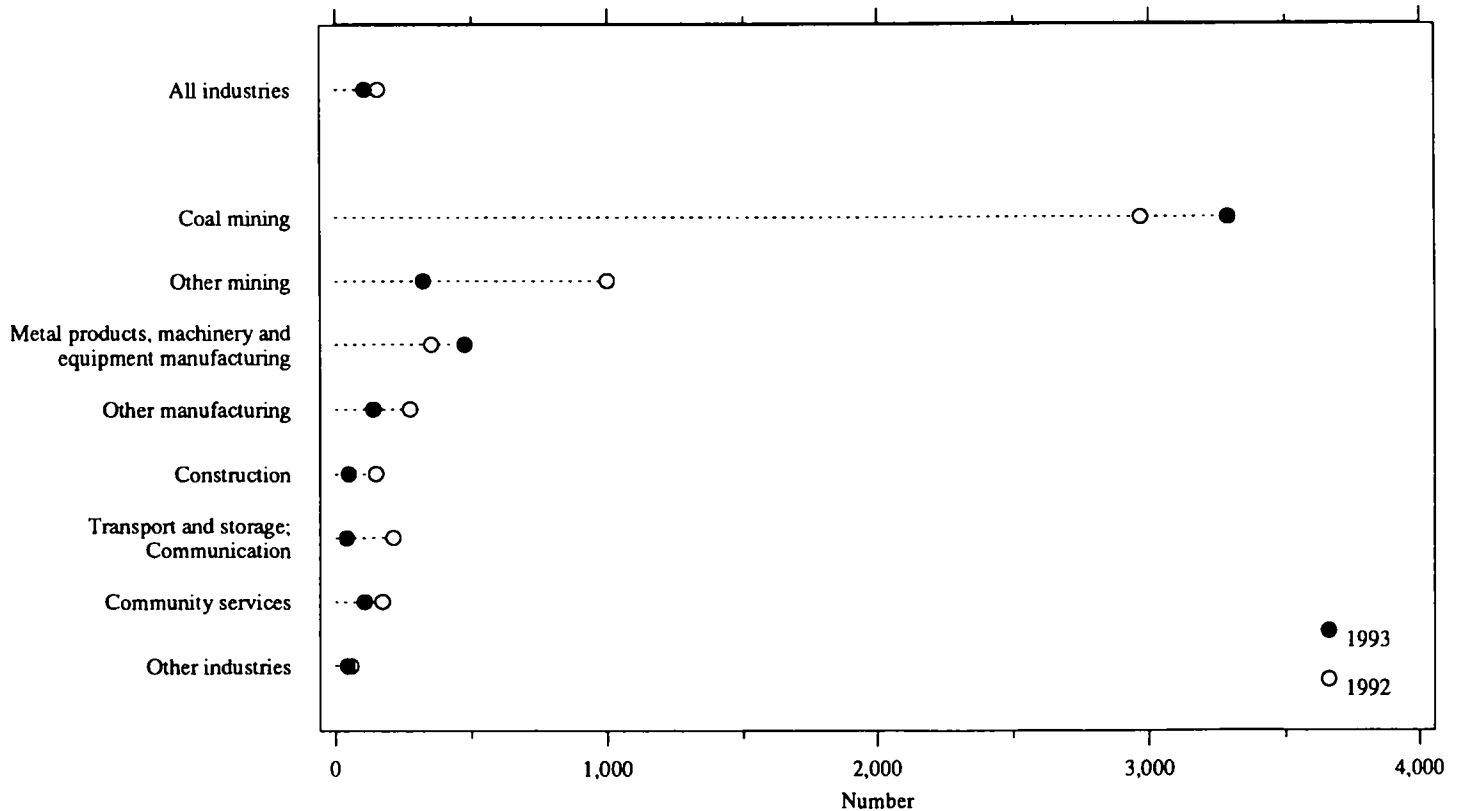
Source: *Industrial Disputes, Australia* (6322.0).



**CHART 8.4. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1992 AND 1993  
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



**CHART 8.5. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1992 AND 1993  
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



## Trade Union Members

Data on trade union membership are obtained from two sources. Supplementary household surveys are conducted periodically, the most recent in August 1992, to provide information on the characteristics of trade union members such as their age, occupation, industry of work and earnings. An annual census of trade unions collects statistics on trade union membership and State of operation, and provides information on trade union size.

In August 1992, 40 per cent of the 6,334,800 employees aged 15 and over were trade union members (in connection with their main job).

There has been a decline of 6 percentage points in the proportion of employees who are trade union members between August 1986 and August 1992. This fall over the past six years is in part a consequence of the change in the ratio of persons employed full time to persons employed part time.

Of employees approximately 43 per cent of males and 35 per cent of females were trade union members in August 1992.

The level of trade union membership increased with age. The highest rate of membership was for employees aged 45 to 54 years, with 47 per cent being members compared with 23 per cent for those in the 15 to 19 year age group.

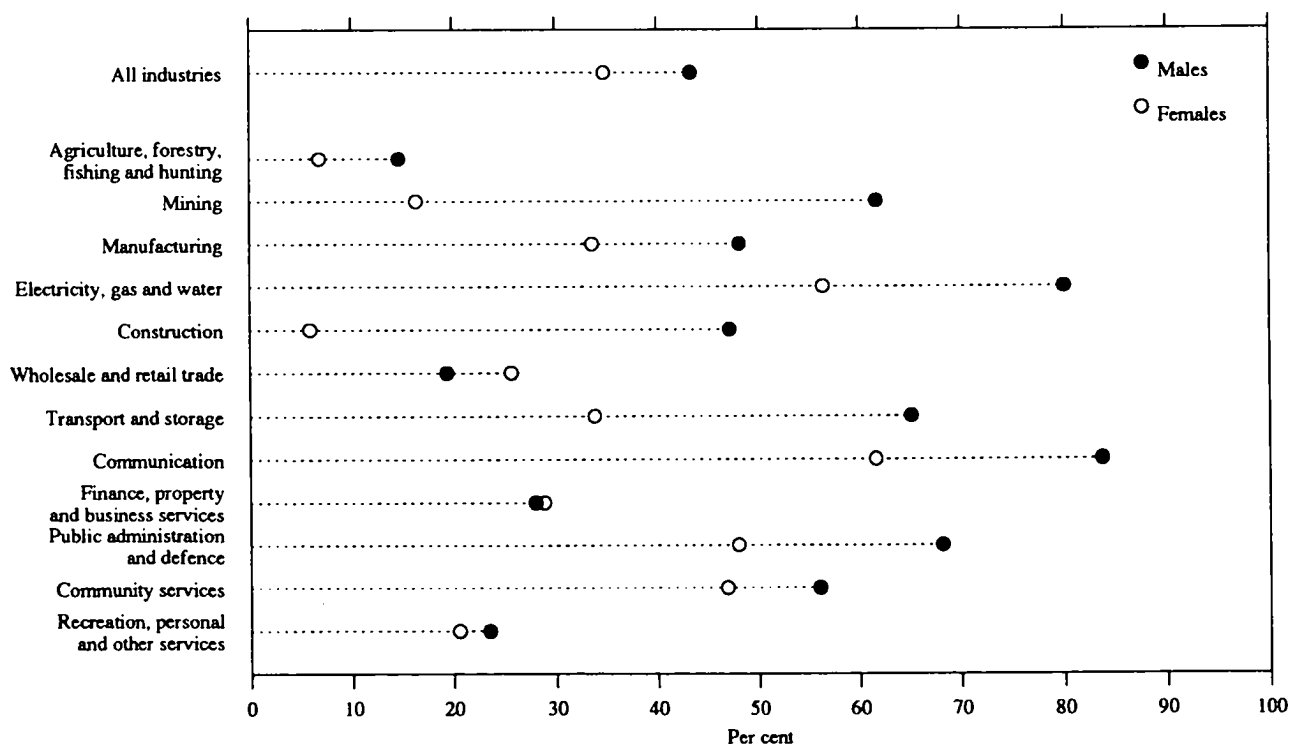
Some 67 per cent of public sector and 29 per cent of private sector employees were members of a trade union.

The highest rates of union membership were recorded in the Communications industry (84% of male employees and 62% of female employees) and the Electricity, gas and water industry (80% of male employees and 57% of female employees). The lowest rates of union membership were recorded in the Agriculture, forestry, fishing and hunting industry (15% of male employees and 7% of female employees) and the Wholesale and retail trade industry (19% of male employees and 26% of female employees).

About 45 per cent of full-time employees and 25 per cent of part-time employees were trade union members.

Full-time male employees reported a trade union membership rate of 46 per cent while for full-time female employees it was 41 per cent. This difference was reversed for part-time employees (26% for females, 22% for males).

CHART 8.6. PROPORTION OF ALL EMPLOYEES WHO WERE MEMBERS OF A TRADE UNION  
BY INDUSTRY, AUSTRALIA, AUGUST 1992



Source: Trade Union Members, Australia (6325.0).

**TABLE 8.4. ALL EMPLOYEES: SUMMARY OF SELECTED CHARACTERISTICS AND WHETHER A MEMBER OF A TRADE UNION, AUSTRALIA, AUGUST 1986, AUGUST 1988, AUGUST 1990 AND AUGUST 1992**

	August 1986		August 1988		August 1990(a)		August 1992		
	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (b) (per cent)	Total number of employees ('000)
<i>State or Territory of usual residence—</i>									
New South Wales	903.1	46.1	894.5	41.8	907.3	41.0	818.3	37.9	2,159.2
Victoria	695.6	45.6	682.4	42.2	719.4	40.8	672.2	41.4	1,623.1
Queensland	396.0	45.5	369.9	39.2	410.1	38.5	409.7	34.1	1,074.4
South Australia	226.8	47.1	228.6	46.1	241.8	44.5	225.6	44.3	508.9
Western Australia	210.6	41.1	205.1	36.9	218.6	35.4	226.3	37.0	611.8
Tasmania	85.6	55.0	85.3	52.0	85.0	52.2	78.4	50.5	155.3
Northern Territory	25.6	42.9	20.8	34.6	26.7	41.7	23.7	36.5	64.9
Australian Capital Territory	50.6	42.4	49.5	39.4	50.7	37.7	54.6	39.8	137.1
<i>Age group (years)—</i>									
15 – 19	166.0	27.9	168.3	26.8	158.6	25.0	114.5	22.6	505.9
20 – 24	369.9	41.7	327.8	36.3	316.5	33.5	290.0	31.5	922.0
25 – 34	750.1	47.6	726.6	42.9	755.2	42.3	692.1	40.5	1,709.3
35 – 44	642.8	47.5	688.1	44.6	725.0	43.5	705.4	43.0	1,641.7
45 – 54	433.2	52.6	423.5	47.2	472.5	45.6	518.2	46.5	1,115.2
55 – 59	158.0	54.8	137.5	51.5	140.4	49.6	126.0	45.7	275.4
60 – 64	70.9	52.9	61.1	44.7	85.0	47.1	58.1	44.9	129.2
65 – 69	*2.9	12.9	*3.0	9.2	6.4	21.1	4.6	12.7	36.1
<i>Birthplace—</i>									
Born in Australia	1,899.0	44.7	1,866.7	41.1	1,932.7	39.7	1,863.7	38.9	4,785.2
Born outside Australia	694.9	48.5	669.2	42.8	726.8	42.8	645.1	41.6	1,549.6
Main English-speaking countries	293.5	43.7	285.0	39.2	293.7	38.4	267.4	38.2	699.1
Other countries	401.4	52.6	384.2	43.8	433.2	46.5	377.8	44.4	850.5
<i>Occupation—</i>									
Managers and administrators	77.6	22.5	77.9	18.9	89.3	19.4	81.8	18.3	446.7
Professionals	339.8	46.8	340.8	43.6	376.0	42.7	398.9	43.5	917.7
Para-professionals	228.8	58.9	217.6	51.6	242.6	55.0	239.4	54.3	440.9
Tradespersons	472.8	51.9	462.2	49.6	458.4	47.9	397.7	45.8	867.5
Clerks	394.5	36.4	368.0	32.0	392.2	32.2	365.2	31.7	1,151.1
Salespersons and personal service workers	254.4	31.4	271.4	30.0	272.2	26.4	284.0	27.4	1,037.1
Plant and machine operators, and drivers	323.6	70.1	320.6	64.2	320.1	65.3	297.5	65.0	457.7
Labourers and related workers	502.5	52.6	477.4	47.8	508.8	46.8	444.2	43.7	1,015.9
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	16.9	14.6	16.9	12.8	16.4	12.7	16.6	12.6	131.3
Mining	67.0	71.5	56.5	62.8	57.9	62.9	48.6	57.6	84.4
Manufacturing	545.4	51.2	564.7	48.5	520.9	46.1	455.3	44.4	1,026.6
Electricity, gas and water	112.7	82.4	91.3	90.4	83.2	79.4	80.9	77.2	104.7
Construction	145.3	48.0	157.5	47.1	170.7	45.4	123.9	42.4	292.6
Wholesale and retail trade	279.4	25.4	287.1	23.3	305.5	22.6	289.7	22.3	1,296.1
Transport and storage	211.9	67.4	186.3	62.3	185.6	57.6	170.8	58.8	290.5
Communication	117.0	80.4	101.0	76.1	110.2	76.0	88.6	77.1	114.9
Finance, property and business services	193.2	33.6	185.4	27.5	215.8	28.7	209.2	28.4	735.6
Public administration and defence	197.9	60.4	195.9	60.7	219.7	60.0	210.5	60.7	346.8
Community services	609.8	52.4	604.0	48.8	662.0	49.1	706.6	49.9	1,414.8
Recreation, personal and other services	97.6	28.5	107.4	26.5	111.8	25.0	108.0	21.8	496.5
<i>Sector—</i>									
Public	1,238.2	70.6	1,146.6	67.7	1,184.2	66.8	1,151.5	67.1	1,716.7
Private	1,355.7	34.5	1,389.3	31.5	1,475.3	30.8	1,357.3	29.4	4,618.2
<i>Permanent/Casual—</i>									
Permanent	2,388.4	50.8	2,308.4	46.6	2,420.5	45.7	2,265.1	46.0	4,919.8
Casual	205.5	21.0	227.5	19.7	239.0	18.8	243.7	17.2	1,415.0
<i>Full-time/part-time employee in main job(c)—</i>									
Full-time	n.a.	n.a.	2,229.4	45.9	2,310.4	44.7	2,113.7	44.3	4,768.0
Part-time	n.a.	n.a.	276.8	24.5	340.4	25.1	395.1	25.2	1,566.8
<b>Total</b>	<b>2,593.9</b>	<b>45.6</b>	<b>2,535.9</b>	<b>41.6</b>	<b>2,659.6</b>	<b>40.5</b>	<b>2,508.8</b>	<b>39.6</b>	<b>6,334.8</b>
Males	1,685.1	50.1	1,640.2	46.2	1,683.8	45.0	1,536.1	43.4	3,536.7
Females	908.8	39.1	895.7	35.0	975.8	34.6	972.7	34.8	2,798.1

(a) The August 1990 survey excluded persons aged 70 and over. (b) Total used to calculate the proportion includes a small number of persons who did not know their membership status. (c) Excludes persons for whom full-time or part-time status could not be determined.

Source: Trade Union Members, Australia (6325.0).

### Trade Union Statistics

The number of trade unions has been steadily declining. In the period 1988 to 1993 the number of unions fell from 308 to 188.

The major cause of the reduction was amalgamations. In the year to 30 June 1993, 52 unions amalgamated to form 17 unions.

While the number of unions with less than 1,000 members declined from 104 in 1992 to 89 in 1993 (compared to 143 unions in 1988), they still represent 47 per cent of all unions. However these unions only account for 0.9 per cent of total union membership. The number of unions with a membership of 100,000 and over increased from 8 to 9 between 1992 and 1993 and these now account for 46 per cent of total union membership compared to 34 per cent in 1992.

At 30 June 1993 the majority of unions (122) operated in one State or Territory. These unions, however, accounted for only 16 per cent of total union membership (488,700).

TABLE 8.5. TRADE UNIONS: NUMBER OF STATES AND/OR TERRITORIES OF OPERATION, AUSTRALIA

30 June	One	Two	Three	Four	Five	Six or more	Total all States
NUMBER OF SEPARATE UNIONS ('000)							
1988	177	6	4	12	16	93	308
1989	168	6	6	10	15	94	299
1990	168	5	5	12	16	89	295
1991	156	9	3	16	12	79	275
1992	134	5	3	9	13	63	227
1993	122	5	2	5	8	46	188
NUMBER OF MEMBERS ('000)							
1988	575.3	18.3	54.8	109.3	218.6	2,314.1	3,290.5
1989	531.4	18.9	55.9	111.7	186.6	2,505.7	3,410.3
1990	545.3	18.2	46.3	133.9	127.4	2,551.1	3,422.2
1991	578.6	22.9	4.6	140.5	132.2	2,503.9	3,382.6
1992	466.1	13.6	4.4	68.1	135.0	2,447.9	3,135.1
1993	488.7	12.2	9.2	21.5	73.5	2,395.1	3,000.1

Source: Trade Union Statistics, Australia (6323.0).

TABLE 8.6. TRADE UNIONS: NUMBER OF UNIONS ACCORDING TO SIZE OF UNION, AUSTRALIA

Size of union (number of members)	30 June 1991			30 June 1992			30 June 1993		
	Number of unions	Number of Members ('000)	Cumulative percent of total members	Number of unions	Number of Members ('000)	Cumulative percent of total members	Number of unions	Number of Members ('000)	Cumulative percent of total members
Under 100	35	1.5	—	32	1.3	—	29	1.2	—
100 and under 250	34	5.5	0.2	26	4.1	0.2	20	2.9	0.1
250 and under 500	17	5.7	0.4	18	6.2	0.4	14	4.4	0.3
500 and under 1,000	38	26.2	1.2	28	19.8	1.0	26	18.7	0.9
1,000 and under 2,000	31	41.6	2.4	21	26.6	1.9	18	24.2	1.7
2,000 and under 3,000	13	31.8	3.3	14	35.2	3.0	11	26.7	2.6
3,000 and under 5,000	24	92.7	6.1	16	60.2	4.9	15	58.6	4.6
5,000 and under 10,000	18	124.5	9.7	19	123.9	8.8	14	95.3	7.7
10,000 and under 20,000	21	293.3	18.4	15	212.2	15.6	8	106.2	11.3
20,000 and under 30,000	11	278.1	26.6	7	170.9	21.1	5	115.2	15.1
30,000 and under 40,000	8	264.1	34.4	6	210.5	27.8	3	108.2	18.7
40,000 and under 50,000	6	268.2	42.4	5	220.2	34.8	4	168.4	24.3
50,000 and under 80,000	5	33.4	52.2	5	331.1	45.4	8	523.8	41.8
80,000 and under 100,000	7	627.5	70.8	7	633.7	65.6	4	359.0	53.8
100,000 and over	7	988.6	100.0	8	1,079.2	100.0	9	1,387.1	100.0
<b>Total</b>	<b>275</b>	<b>3382.6</b>		<b>227</b>	<b>3,135.1</b>		<b>188</b>	<b>3,000.1</b>	

Source: Trade Union Statistics, Australia (6323.0).

### Award Coverage

Statistics on award coverage for employees were obtained from the Survey of Employee Earnings and Hours conducted in May 1990. Approximately 80 per cent of employees were covered by awards, determinations or collective agreements at May 1990 compared to 85 per cent at May 1985.

The industries with the highest award coverage rates were the Communications industry (99%), Electricity, gas and water (99%) and Public administration and defence (98%).

The occupation groups with the highest coverage by awards, determinations and collective agreements were Plant and machine operators, and drivers for males at 92 per cent, and Labourers and related workers for females at 91 per cent. The lowest coverage rate was 38 per cent for males in the Managers and administrators group.

There were significant differences between the percentages of employees covered by Federal and State awards, determinations and collective agreements. Federal awards etc. accounted for almost all employees (just under 99%) in the Communications industry while State awards etc. accounted for most employees (76%) in the Community services industry.

TABLE 8.7. ALL EMPLOYEES: AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990

Industry	Number of employees ( '000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
PERSONS					
Mining	85.4	41.5	31.0	74.0	26.0
Manufacturing	983.2	44.6	33.0	80.2	19.8
Food, beverages and tobacco	155.2	23.6	58.1	84.4	15.6
Textiles, clothing and footwear	91.1	50.8	32.3	84.4	15.6
Paper, paper products, printing and publishing	96.1	45.8	32.1	81.0	19.0
Chemical, petroleum and coal products	69.4	23.5	29.8	56.6	43.4
Metal products, machinery and equipment	413.5	55.6	22.9	81.2	18.8
Basic metal products	73.2	38.8	37.2	80.0	20.0
Fabricated metal products; Other machinery and equipment	238.1	53.4	21.2	77.7	22.3
Transport equipment	102.1	72.7	16.6	90.2	9.8
Other manufacturing	158.0	41.2	36.8	80.9	19.1
Electricity, gas and water	115.3	47.2	50.9	98.6	1.4
Construction	307.2	27.4	41.7	72.1	27.9
Wholesale and retail trade	1,121.2	19.4	49.3	71.6	28.4
Wholesale trade	375.7	19.0	34.2	56.8	43.2
Retail trade	745.5	19.6	56.9	79.1	20.9
Transport and storage	272.7	57.2	24.7	83.2	16.8
Communication	131.6	98.9	*0.2	99.4	*0.6
Finance, property and business services	733.2	33.6	31.9	68.0	32.0
Public administration and defence	304.9	57.8	39.9	97.9	2.1
Community services	1,214.9	12.7	76.2	89.5	10.5
Recreation, personal and other services	382.7	23.4	50.2	75.9	24.1
<b>All Industries</b>	<b>5,652.2</b>	<b>31.5</b>	<b>46.5</b>	<b>80.0</b>	<b>20.0</b>

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.

Source: Award Coverage, Australia (6315.0).

TABLE 8.8. ALL EMPLOYEES: AWARD COVERAGE RATES BY OCCUPATION AND JURISDICTION, AUSTRALIA, MAY 1990 (per cent)

Occupation	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State	Total	
Managers and administrators	17.1	18.0	37.9	62.1
Professionals	21.6	50.8	74.0	26.0
Para-professionals	28.3	57.3	86.6	13.4
Tradespersons	45.7	39.6	86.8	13.2
Clerks	31.9	44.4	79.0	21.0
Salespersons and personal service workers	19.7	58.6	80.6	19.4
Plant and machine operators, and drivers	54.8	35.6	92.1	7.9
Labourers and related workers	34.3	55.0	90.6	9.4
<b>All occupations</b>	<b>31.5</b>	<b>46.5</b>	<b>80.0</b>	<b>20.0</b>

Source: Award Coverage, Australia (6315.0)

## CHAPTER 9

### TRAINING

National estimates of expenditure by employers on the formal training of their employees are provided by the *Training Expenditure Survey*. The survey also provides estimates of the paid time employees spend receiving formal training. Industry and employer size statistics on training expenditure are provided. These statistics are used to analyse industry training and monitor employer training expenditure.

Further, national details about the extent and the types of training and education being undertaken by wage and salary earners are provided through the 1989 survey of *How Workers Get Their Training* and the *Survey of Training and Education 1993*. The *Training Expenditure Survey* is a repeat of surveys conducted in 1989 and 1990, although the sample size for the 1989 survey was smaller. The *Training Practices Survey 1994* was conducted to provide additional information on how and why employers train employees. This data will be released in late 1994.

#### Training Expenditure

Total expenditure on formal training during 1 July to 30 September 1993 by Australian employers was estimated at \$A1.1 billion. This was an increase of 18 per cent from the expenditure reported for the same period in 1990 (\$943 million).

On average, employers spent the equivalent of 2.9 per cent of gross wages and salaries on formal training during the 3 month period. The corresponding figure for 1990 was 2.6 per cent. Large organisations (those with 100 or more employees) spent 3.2 per cent of gross wages and salaries on training employees, whereas small employers spent 1.7 per cent of gross wages and salaries. The average expenditure on training per employee, in the period July to September 1993 was \$192. The average hours each employee spent receiving formal training during the 3 months was 5.6 hours, a decrease from 5.9 hours in 1990.

In both 1990 and 1993, the private sector reported a higher total expenditure on training than the public sector. In 1993, organisations in the private sector spent \$661 million, compared with \$448 million by the public sector (the comparable figures for 1990 were \$525 million and \$418 million respectively).

However, training expenditure per employee in both 1990 and 1993 was lower in the private sector than in the public sector. During July to September 1993, the average training expenditure per employee was \$163 in the private sector and \$263 in the public sector.

CHART 9.1. TOTAL TRAINING EXPENDITURE BY SECTOR, AUSTRALIA,  
JULY TO SEPTEMBER 1990 AND 1993

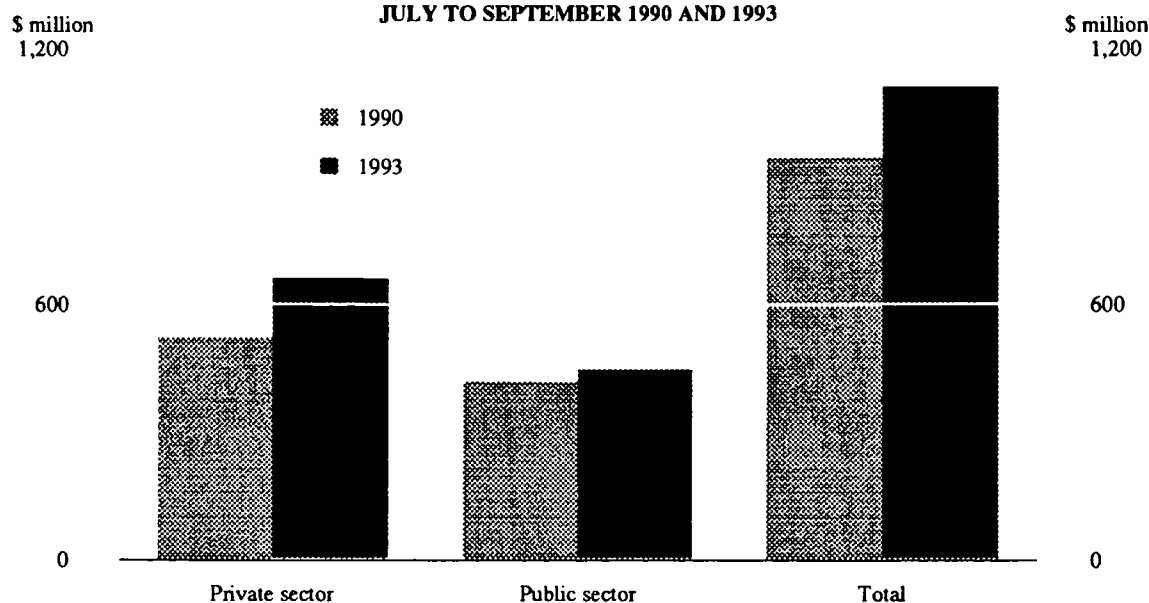


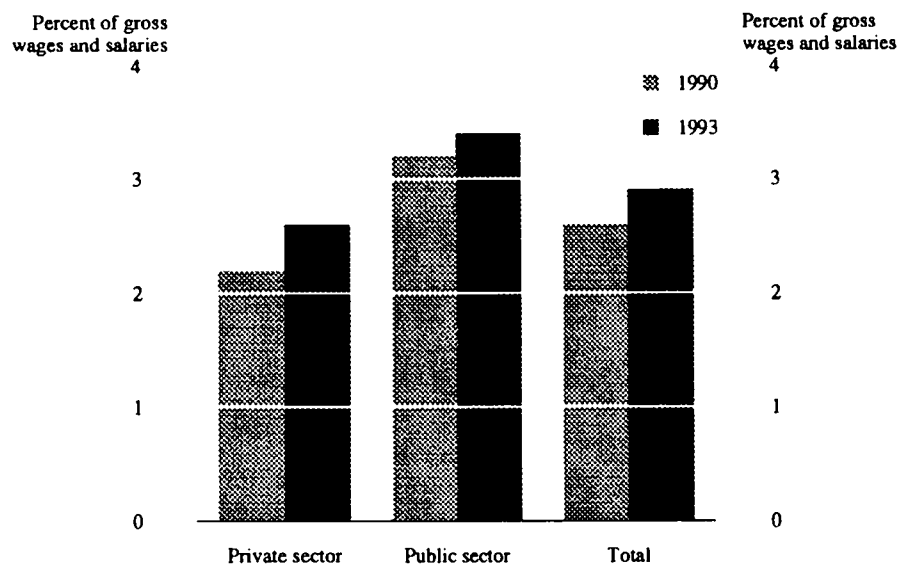
TABLE 9.1. TRAINING EXPENDITURE: EMPLOYER SIZE BY SECTOR, JULY TO SEPTEMBER 1993

	1-19 employees	20-99 employees	100 or more employees	Total
<b>PRIVATE</b>				
Total training expenditure (% of gross wages and salaries)	1.7	2.8	3.0	2.6
Average training expenditure per employee (\$)	85	180	208	163
Average training hours per employee (hours)	4.11	5.34	5.53	5.03
Employers reporting training expenditure(a) (% of employers)	18.0	79.4	97.6	24.0
Total training expenditure (\$ million)	110.0	165.7	385.0	660.7
<b>PUBLIC</b>				
Total training expenditure (% of gross wages and salaries)	*	2.5	3.4	3.4
Average training expenditure per employee (\$)	*	178	267	263
Average training hours per employee (hours)	*	4.81	6.89	6.79
Employers reporting training expenditure(a) (% of employers)	*	95.1	99.3	57.5
Total training expenditure (\$ million)	*	12.1	433.8	448.2
<b>TOTAL</b>				
Total training expenditure (% of gross wages and salaries)	1.7	2.7	3.2	2.9
Average training expenditure per employee (\$)	86	180	236	192
Average training hours per employee (hours)	4.11	5.30	6.17	5.55
Employers reporting training expenditure(a) (% of employers)	18.0	80.3	97.9	24.6
Total training expenditure (\$ million)	112.3	177.8	818.8	1,108.9

(a) The percentage of employers is based on the statistical unit for the survey.

Source: *Employer Training Expenditure, Australia (6353.0)*.

CHART 9.2. AVERAGE TRAINING EXPENDITURE BY SECTOR, AUSTRALIA, JULY TO SEPTEMBER 1990 AND 1993



Source: *Employer Training Expenditure, Australia (6353.0)*.

TABLE 9.2. AVERAGE TRAINING EXPENDITURE: INDUSTRY, JULY TO SEPTEMBER 1993

<i>Industry</i>	<i>Percentage of gross wages and salaries</i>	<i>Dollars per employee</i>	<i>Hours per employee</i>
Mining	5.1	687	13.9
Manufacturing	2.6	204	6.5
Food, beverages and tobacco	2.4	169	4.7
Textiles, clothing and footwear	2.3	150	4.6
Wood, wood products and furniture	1.8	106	6.1
Paper, paper products and printing	2.8	234	6.6
Chemical, petroleum and coal products	3.5	344	6.6
Non-metallic mineral products	2.0	175	4.8
Basic metal products	5.0	502	16.0
Fabricated metal, machinery and equipment	1.8	140	5.0
Transport equipment	3.5	282	11.5
Miscellaneous manufacturing	2.2	170	5.4
Electricity, gas and water	4.4	383	10.0
Construction	1.8	135	5.9
Non-building construction	1.9	153	4.1
Building and other construction	1.8	130	6.5
Wholesale and retail trade	2.4	117	4.2
Wholesale trade	2.8	207	4.5
Retail trade	2.0	75	4.1
Transport and storage	2.7	223	5.7
Air transport	3.9	463	12.2
Other transport and storage	2.3	170	4.3
Communication	5.4	452	9.2
Finance, property and business services	3.2	228	5.4
Finance and investment	3.0	225	5.1
Insurance	4.2	361	10.0
Property and business services	3.1	210	5.0
Public administration and defence	3.2	238	6.0
Community services	2.9	193	5.6
Health	2.3	143	4.2
Other community services	3.2	225	6.4
Recreation, personal and other services	1.9	82	3.1
Entertainment and recreational services	2.4	124	2.6
Restaurants, hotels and clubs	1.6	65	2.9
Personal services	1.8	86	5.5
<b>Total</b>	<b>2.9</b>	<b>192</b>	<b>5.6</b>

Source: *Employer Training Expenditure, Australia (6353.0)*.



### Training Expenditure by Industry

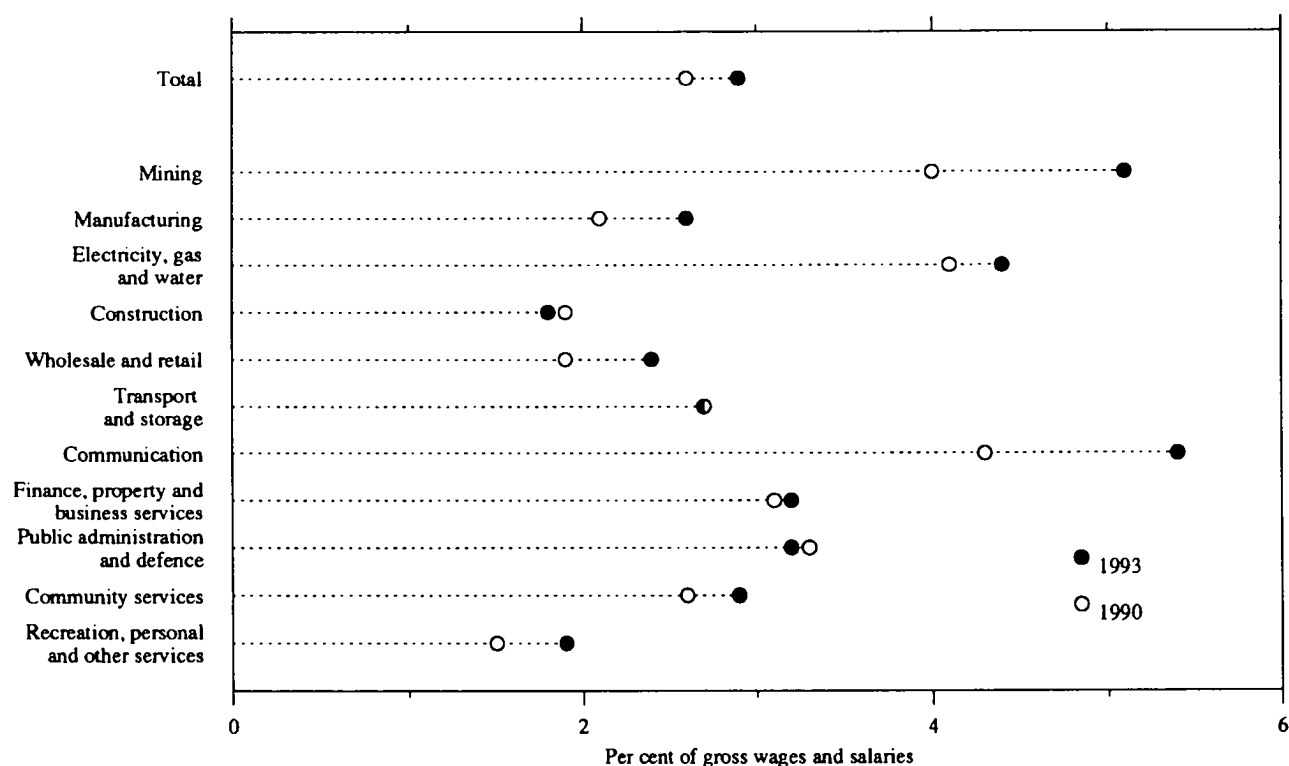
The industries which recorded the largest percentage of gross wages and salaries spent on training were Communication (5.4%), Mining (5.1%) and Basic metal products manufacturing industries (5.0%). On the other hand, the industry which spent the lowest proportion of gross wages and salaries on training was the Restaurants, hotels and clubs industry (1.6%).

The average number of hours employees spent training, ranged from 2.6 hours in the Entertainment and recreational services industry, to 16.0 hours in the Basic metal products manufacturing industry.

Employees in the Mining industry spent, on average, more time receiving training in 1993 (13.9 hours) than in 1990 (10.7 hours). The Insurance industry also recorded an increase – from 6.0 hours to 10.0 hours over the same period.

A number of industries showed a decrease in the time employees spent training. For example, employees in the Construction industry received 5.9 hours of training in 1993 and 9.0 hours in 1990.

CHART 9.3. TRAINING EXPENDITURE BY INDUSTRY, AUSTRALIA,  
JULY TO SEPTEMBER 1990 AND 1993



Source: Employer Training Expenditure, Australia (6353.0).

### Fields of Training

The graph below shows that in July to September 1993, the largest amount of gross wages and salaries was spent on Management and professional training (\$20 per employee). This was only a slight increase from 1990 when the corresponding figure was \$19 per employee.

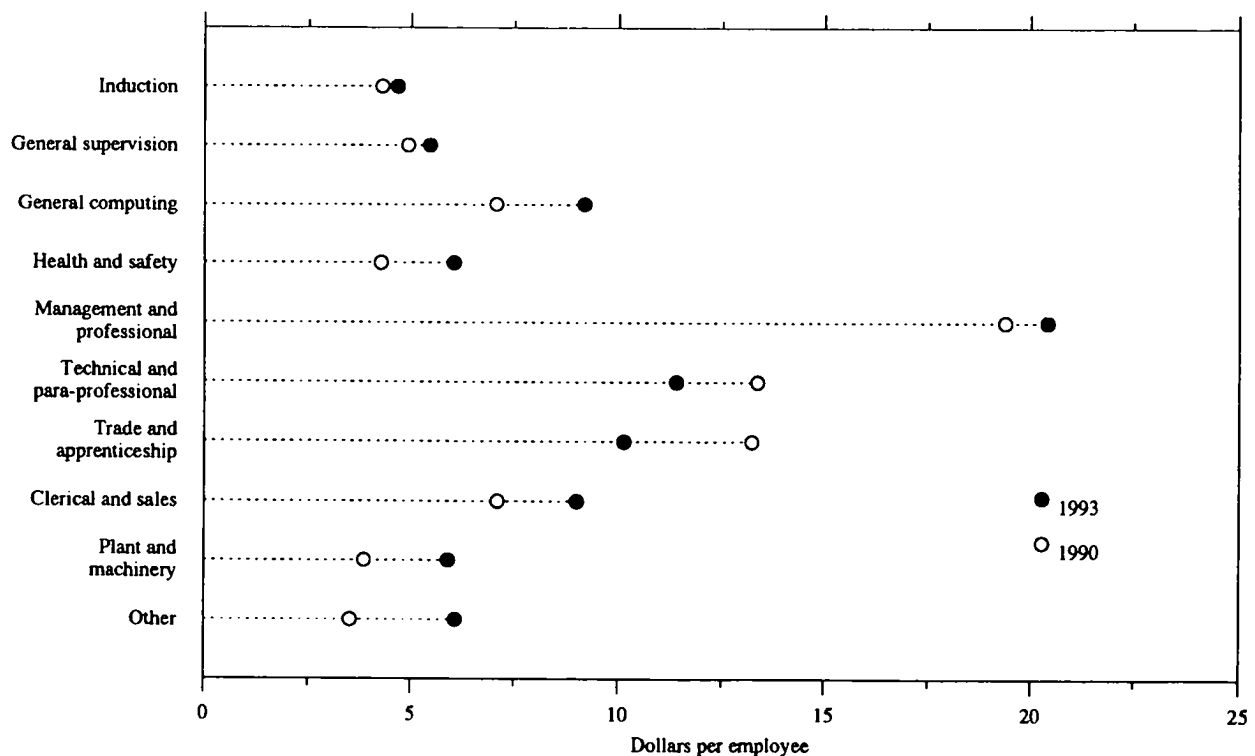
Two fields of training reported a decline in spending since the 1990 survey. These were Technical and para-professional training (\$13 per employee was spent in 1990 and \$11 in 1993) and Trade and apprenticeship training (\$13 per employee in 1990 and \$10 in 1993). This reduction in spending on Trade and apprenticeship training reflects the decline in the number of apprentices employed in Australian organisations.

Trade and apprenticeship training was also the field of training where employees spent the largest amount of time training (1.07 hours per employee). The second highest amount of time was spent in Management and professional training (0.93 hours per employee).

Table 9.3 illustrates that overall, during the three-month reference period, employees spent more time receiving in-house training (3.60 hours per employee) than external training (1.96 hours per employee).

The only field of training where employees spent more time receiving external training, rather than in-house training, was Trade and apprenticeship training. This is due to attendance at TAFE (an external training body) by employees completing an apprenticeship or a post trade certificate.

**CHART 9.4. GROSS WAGES AND SALARIES FOR TIME RECEIVING TRAINING  
BY FIELD OF TRAINING, AUSTRALIA, JULY TO SEPTEMBER, 1990 AND 1993**



Source: *Employer Training Expenditure, Australia (6353.0)*.

**TABLE 9.3. AVERAGE PAID TRAINING TIME: FIELDS OF TRAINING BY TYPE OF TRAINING, JULY TO SEPTEMBER 1993**  
(hours per employee(b))

<i>Fields of training(a)</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
Induction	0.34	*0.01	0.35
General supervision	0.24	0.06	0.30
General computing	0.36	0.15	0.52
Health and safety	0.24	0.10	0.34
Management and professional	0.48	0.44	0.93
Technical and para-professional	0.44	0.15	0.59
Trade and apprenticeship	0.29	0.78	1.07
Clerical, sales	0.59	0.11	0.70
Plant and machinery	0.33	0.05	0.38
Other	0.28	0.11	0.38
<b>Total</b>	<b>3.60</b>	<b>1.96</b>	<b>5.55</b>

(a) Formal training was classified according to the main content of the course or program. (b) The total time receiving formal training averaged over the total number of employees.

Source: *Employer Training Expenditure, Australia (6353.0)*.

### *Composition of Training Expenditure*

The largest component of training expenditure was the employees' wages and salaries for time spent receiving training. In both sectors, this accounted for 46 per cent of total training expenditure. This was a decrease from 1990, when this component represented 48 per cent of expenditure in private sector organisations and 52 per cent in the public sector.

Table 9.4 shows that private sector employers spent almost the same amount on the wages and salaries of their own trainers, as the fees paid to training consultants and institutions (approximately \$32 per employee). However, in the public sector just over double was spent on the wages and salaries of their own trainers (\$77), compared with fees paid to consultants and institutions (\$35).

An average of \$26 per employee was spent on other training expenses. These expenses included training equipment and materials, travel, accommodation and meals, the cost of training rooms and payments made to industry training bodies. This expenditure represented 13 per cent of total training expenditure, a slight decrease from 1990 when other expenditure was 15 per cent of the total.

### *Components of Training Expenditure*

Employees' wages for time receiving training (\$88 per employee) was the largest single component of training expenditure during the period. Employers also spent an average of \$78 per employee for trainers' costs which covers gross wages and salaries for employees providing training, consultants' fees, and training institution fees. A further \$25 per employee was spent on other items such as training equipment, travel, meals, accommodation, consumables, training rooms, and payments to industry training bodies.

**TABLE 9.4. COMPOSITION OF TRAINING EXPENDITURE: SECTOR, JULY TO SEPTEMBER 1993**  
(dollars per employee)

<i>Components of expenditure</i>	<i>Private</i>	<i>Public</i>	<i>Total</i>
Employees' wages and salaries for time receiving training	74.6	120.9	88.3
Cost of trainers to employers	64.0	112.0	78.2
Wages and salaries for time providing training	31.6	77.0	45.0
Fees paid to consultants and institutions	32.4	35.1	33.2
Other expenditure(a)	23.9	30.4	25.8
<b>Total training expenditure</b>	<b>162.6</b>	<b>263.3</b>	<b>192.3</b>

(a) Other expenditure includes equipment, travel, accommodation and meals, training rooms, payments to industry training bodies, materials, books, computer based training packages, printing, etc.

Source: *Employer Training Expenditure, Australia (6353.0)*.

### Training and Education Experience

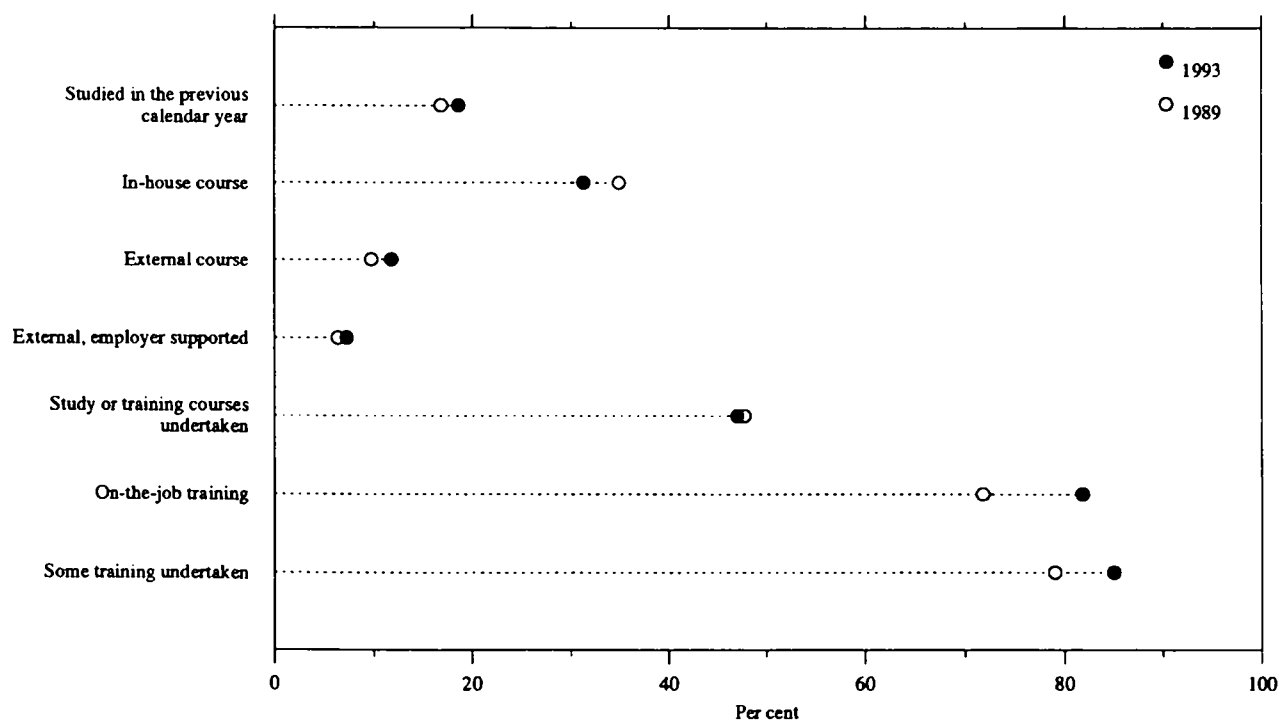
More employees received training in Australia in 1993 than in 1989, when the previous set of comparable statistics were produced. In the 12 months prior to the survey of Training and Education, conducted in April and May 1993, an estimated 86 per cent of those who had a wage or salary job in the last 12 months undertook some form of training, compared to 79 per cent during a comparable 1989 period.

The largest component of this increase related to on-the-job training, which rose from 72 per cent to 82 per cent. The percentage receiving more formal training (i.e. undertaking study or training courses) is unchanged from 1989 (47%). However, there was a small shift from in-house training courses (4% decrease) to external training courses and study for an educational qualification (2% increase for each).

For the estimated 7,078,700 persons who were wage or salary earners in the 12 months prior to the survey:

- A similar proportion of male and female wage or salary earners (46% and 48% respectively) stated that they had undertaken study or training courses.
- Those born in Australia or in the main English-speaking countries undertook more study or training courses (49% and 46% respectively) than did those born in other countries (35%).
- An estimated 56 per cent of wage or salary earners with post-school qualifications reported undertaking study or training courses in the 12-month period, compared to 39 per cent of those without post-school qualifications.

CHART 9.5. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: CATEGORIES OF TRAINING UNDERTAKEN AUSTRALIA, 1989 AND 1993



Source: Training and Education Experience, Australia (6278.0).

**TABLE 9.5. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN (a)**  
**AUSTRALIA, 1989 AND 1993**

Study or training courses undertaken								
Studied in the previous calendar year	In-house	External training		Total	On-the-job	Some training undertaken	Total	
		Employer supported	Total (b)					
1989								
— per cent —								('000)
Age —								
15-19	53.7	23.6	2.8	5.6	65.4	90.9	95.7	628.9
20-24	28.6	34.2	5.0	8.0	54.3	85.8	90.8	1,076.3
25-34	13.8	39.6	7.8	11.9	49.8	76.0	83.2	1,939.1
35-44	9.0	40.2	8.0	12.0	47.8	68.1	77.1	1,621.9
45-54	5.2	31.5	6.5	9.3	36.8	56.5	64.6	977.9
55-64	2.9	20.4	3.1	4.7	23.6	40.9	49.0	460.5
State of usual residence —								
New South Wales	17.1	33.6	6.2	9.2	47.1	71.1	78.3	2,215.4
Victoria	16.2	35.5	7.3	10.2	47.7	72.3	79.5	1,739.1
Queensland	16.6	33.1	4.8	9.1	46.4	70.3	77.1	1,112.7
South Australia	14.9	38.6	7.6	11.0	49.3	73.3	80.5	562.4
Western Australia	18.3	34.9	6.9	11.4	49.7	73.7	81.3	680.4
Tasmania	14.6	32.5	4.9	7.7	44.6	65.4	74.7	176.2
Northern Territory	16.8	36.7	2.9	7.8	49.5	75.0	82.1	42.0
Australian Capital Territory	22.1	47.5	8.9	12.0	60.5	80.5	87.6	136.5
Birthplace —								
Born in Australia	17.9	36.2	6.3	9.9	49.7	73.3	80.6	5,039.0
Born outside Australia	13.2	30.8	6.7	9.6	42.0	67.2	74.4	1,665.8
Main English-speaking countries	12.7	37.3	8.5	12.9	48.3	71.9	79.4	777.0
Other countries	13.7	25.0	5.2	6.8	36.6	63.1	70.0	888.7
Level of educational attainment —								
With post-school qualifications	17.2	44.2	9.9	14.9	56.4	76.2	84.1	3,172.6
Without post-school qualifications	16.4	26.5	3.2	5.2	40.1	67.9	74.5	3,532.1
Sex —								
Males	17.0	35.1	7.4	10.4	48.5	71.1	78.8	3,740.7
Females	16.5	34.6	5.2	9.1	47.0	72.7	79.4	2,964.0
Total	16.8	34.9	6.4	9.8	47.8	71.8	79.0	6,704.7
1993								
— per cent —								('000)
Age —								
15-19	56.6	13.5	1.5	5.7	63.3	92.3	96.3	479.0
20-24	34.8	26.7	4.5	9.4	54.4	89.9	93.7	1,124.8
25-34	17.0	33.2	8.5	13.0	46.8	85.3	88.6	2,001.3
35-44	11.6	37.8	9.4	14.5	47.6	82.2	86.0	1,764.8
45-54	8.1	33.0	7.8	12.2	40.8	74.1	78.9	1,231.9
55-64	2.0	23.2	5.2	7.7	26.9	56.3	61.6	476.9
State of usual residence —								
New South Wales	19.8	30.6	7.8	12.1	47.2	81.3	85.0	2,402.6
Victoria	16.4	29.1	6.8	11.6	44.3	80.1	84.5	1,753.3
Queensland	19.1	32.6	5.8	10.3	47.0	84.1	87.7	1,244.6
South Australia	19.1	33.8	7.6	12.4	49.0	81.3	85.7	588.9
Western Australia	18.0	31.5	7.4	12.1	47.7	82.8	86.5	692.5
Tasmania	18.2	30.7	6.1	12.2	47.3	81.1	86.6	179.5
Northern Territory	11.6	34.5	7.1	10.0	43.0	82.9	85.9	72.7
Australian Capital Territory	24.8	44.3	15.9	19.7	63.4	90.1	92.6	144.6
Birthplace —								
Born in Australia	20.0	32.5	7.7	12.5	49.1	83.2	87.3	5,311.5
Born outside Australia	14.4	27.7	6.0	9.8	40.5	77.6	81.2	1,767.2
Main English-speaking countries	15.0	33.1	7.6	12.3	46.3	80.2	84.4	854.8
Other countries	13.8	22.6	4.6	7.5	35.0	75.3	78.3	912.4
Level of educational attainment —								
With post-school qualifications	20.4	40.9	11.2	17.2	56.2	86.2	90.4	3,381.1
Without post-school qualifications	16.9	22.5	3.7	6.9	38.5	77.9	81.6	3,697.6
Sex —								
Males	18.3	30.5	8.0	11.7	46.1	81.3	85.4	3,873.2
Females	19.0	32.2	6.4	12.0	48.0	82.4	86.2	3,205.5
Total	18.6	31.3	7.3	11.8	47.0	81.8	85.8	7,078.7

(a) Multi-response categories collected. For further details, see the Glossary. (b) Includes persons who attended external training courses while working that were not employer supported and persons who attended external training courses while not working.

Source: *Training and Education Experience, Australia (6278.0)*.

Fewer older workers, aged 55 to 64, received training than did younger workers. Only 27 per cent of these older workers undertook study or training courses, compared with 63 per cent of those aged 15 to 19 and 54 per cent of those aged 20 to 24.

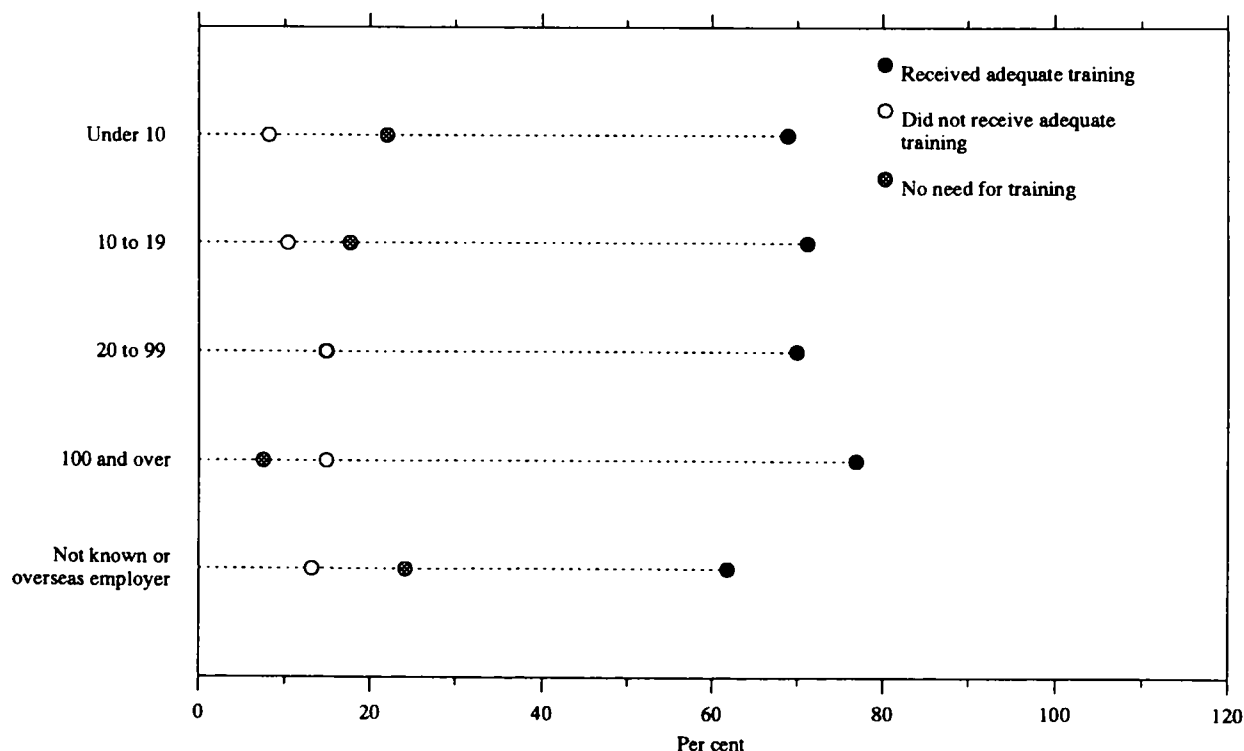
As the size of the employer increased, so did the incidence of training. Some 36 per cent of those working at locations with fewer than 10 employees undertook study or training courses compared to 55 per cent of those working at locations with 100 or more employees. However, there was little difference in the percentage undertaking on-the-job training (79% and 83% respectively).

Of the estimated 2,214,200 who did an in-house training course and the 752,000 who did an external training course while they were employed:

- An estimated 40 per cent did their main in-house course for retraining, while 46 per cent did so in respect of the main external course they attended while working.
- Some 85 per cent considered that skills gained from their main in-house course could be transferred to another employer, while 91 per cent considered that skills gained from the main external course they attended while working, were transferable.
- Around 84 per cent believed that their main in-house course had resulted in improved job performance, while 81 per cent believed that the main external course they attended while working resulted in improved job performance.

Overall, some 14 per cent of those still working with their employer did not consider that they had received adequate job training. However, an estimated 23 per cent of those born in Australia but whose first language was not English did not consider that they had received adequate job training, as did 24 per cent of wage or salary earners of Aboriginal or Torres Strait Islander origin. Those working for smaller businesses considered that they had no need for training more often than did those working for larger businesses (22% of employees working for businesses with fewer than 10 employees compared with just 8% of those working for businesses with 100 or more employees).

CHART 9.6. EMPLOYEES WORKING WITH THEIR MAIN PERIOD EMPLOYER  
SIZE OF EMPLOYER'S BUSINESS (NUMBER OF EMPLOYEES  
THROUGHOUT AUSTRALIA) AND ADEQUACY OF JOB TRAINING  
AUSTRALIA, 1993

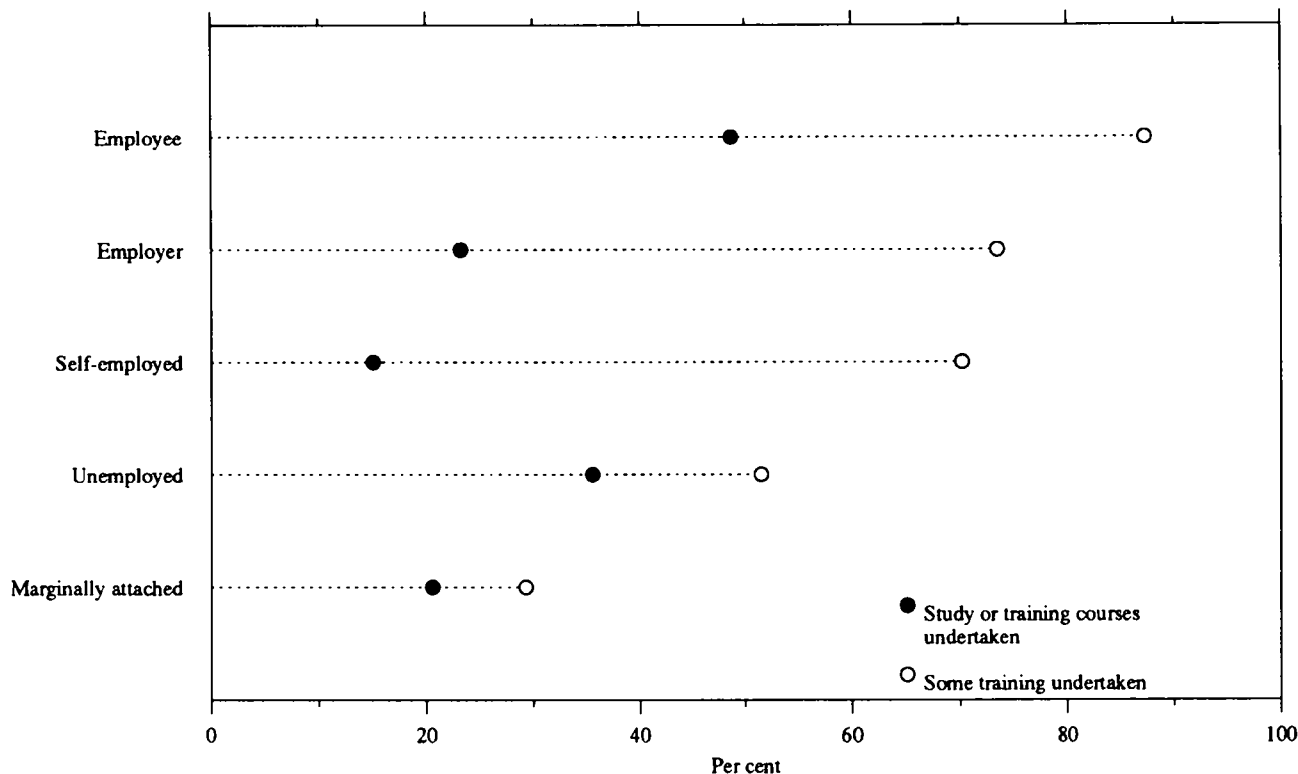


Source: *Training and Education Experience, Australia (6278.0)*.

For the 9,241,900 who were employed, unemployed or marginally attached to the labour force at the time of the survey:

- Almost 50 per cent of employees had undertaken study or training courses compared with 23 per cent of employers and 15 per cent of self-employed persons. Almost twice as many unemployed persons as marginally attached persons (i.e. those not actively looking for work but who would like to work) undertook study or training courses (36% compared with 21%).
- An estimated 1,513,600 (16%) had studied for an educational qualification in 1992. Of the 599,100 full-time students, 45 per cent were enrolled at universities, with a further 24 per cent enrolled at secondary schools. In contrast, some 61 per cent of part-time students were enrolled at TAFE colleges, with a further 22 per cent enrolled at universities.
- Some 29 per cent of those who were employed at the time of the survey had attended training courses in work time. Of the one third who reported difficulties in attending these courses, finding time to attend them presented the greatest problem. Just over two-thirds gave either 'No time' or 'Scheduling work and training' as their main difficulty.
- For one third of the 5,385,000 employed persons who did not attend a training course in work time, the perception that there was 'No need or little difference to work prospects' was their main reason for not attending, although 22 per cent gave 'No time' or 'Scheduling work and training'. A further 20 per cent gave 'No courses available' as their main reason.

**CHART 9.7. PERSONS IN, OR marginally attached to, THE LABOUR FORCE:  
EMPLOYMENT STATUS AND SUMMARY OF TRAINING UNDERTAKEN  
AUSTRALIA, 1993**



Source: *Training and Education Experience, Australia (6278.0)*.

## CHAPTER 10

### INTERNATIONAL COMPARISONS

In many countries, including Australia, statistics on labour are based on standard concepts and definitions recommended by the International Labour Organisation (ILO). However, these definitions are applied by individual countries in different ways according to national circumstances with the result that the statistics are often not comparable.

For labour force statistics, this problem is further compounded by the variety of collection methodologies and counting rules used in different countries. Some countries, including Australia, conduct regular household and employer surveys while others obtain their statistics as a by-product of administrative systems. The ILO generally recommends the survey approach as it provides better coverage and a close adherence to the international recommendations.

International comparisons of labour force statistics are compiled by a number of organisations including the ILO and the Organisation for Economic Co-operation and Development (OECD). These organisations make some adjustments to figures supplied by the various national statistical organisations in order to make the data more comparable and conform more closely to ILO standards.

The following tables have been derived primarily from the data compiled by ILO and OECD and, where possible, data are presented for the period 1983 to 1993. The figures given for Australia may differ slightly from those given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform fully with ILO standards. The countries shown are those for which comparable data are generally available.

#### Population

Australia's population increased by 6.7 per cent over the five years 1988 to 1993, a rate of increase exceeded among selected OECD countries only by Canada where the increase was 8.3 per cent. Over the same period, the population in the USA increased by 4.6 per cent while increases between 3.3 and 3.9 per cent were recorded in Germany, France, Sweden and New Zealand. Lower increases were experienced by Japan (1.8%) and the UK (1.6%).

Between 1992 and 1993, the Australian population increased by 1.0 per cent reflecting a slow-down in growth from a high in 1989 when the annual rate of increase was 2.1 per cent.

TABLE 10.1. ESTIMATED MID-YEAR POPULATION FOR SELECTED COUNTRIES, 1983 TO 1993  
(million)

Year	Australia	USA	Japan	Germany	Italy	UK	France	Canada	Sweden	New Zealand
1983	15.42	234.80	119.26	78.08	56.83	56.38	54.73	24.80	8.33	3.23
1984	15.60	237.01	120.02	77.80	56.98	56.49	54.95	25.00	8.34	3.26
1985	15.82	239.28	120.75	77.62	57.13	56.62	55.17	25.18	8.35	3.27
1986	16.05	241.63	121.49	77.63	57.22	56.76	55.39	25.37	8.37	3.28
1987	16.30	243.94	122.09	77.72	57.33	56.93	55.63	25.64	8.40	3.30
1988	16.58	246.31	122.61	78.12	57.44	57.07	55.88	25.94	8.44	3.32
1989	16.85	248.78	123.12	78.68	57.53	57.24	56.42	26.25	8.49	3.33
1990	17.09	249.92	123.54	79.57	57.65	57.41	56.73	26.61	8.56	3.36
1991	17.31	252.69	123.92	79.82	57.11	57.65	57.05	27.00	8.62	3.41
1992	17.51	255.02	123.34	80.60	56.78	57.85	56.90	27.45	8.68	3.41
1993	17.69	257.59	124.80	81.20	57.07	57.65	57.70	28.10	8.75	3.46

Note: Many of the estimates in the above table have been revised since the previous issue of this publication.

Source: OECD Labour Force Statistics, 1971-1991; OECD Quarterly Labour Force Statistics, 1/1994; United Nations, Monthly Bulletin of Statistics, May 1994; 1992 and 1993 World Population Data Sheet, Population Reference Bureau, Inc.; Australian Demographic Statistics (3101.0).



### Civilian Labour Force

Between 1992 and 1993, the Australian labour force grew by 0.7 per cent, a similar increase to that recorded in the USA (0.8%) and Japan (0.6%). Canada and New Zealand both recorded increases of 1.1 per cent. This contrasts with growth experienced during the period 1987 to 1992 when the 10 per cent increase in the Australian labour force was the highest experienced among the selected OECD countries, the next highest being Japan (8.1%), Canada (6.0%), the USA (5.9%) and the Federal Republic of Germany (5.8%).

Some other OECD countries recorded falls in the number of persons in the labour force between 1992 and 1993 — Sweden 3.2 per cent and the UK 1.2 per cent. Both of these countries had experienced small increases over the period 1987 to 1992.

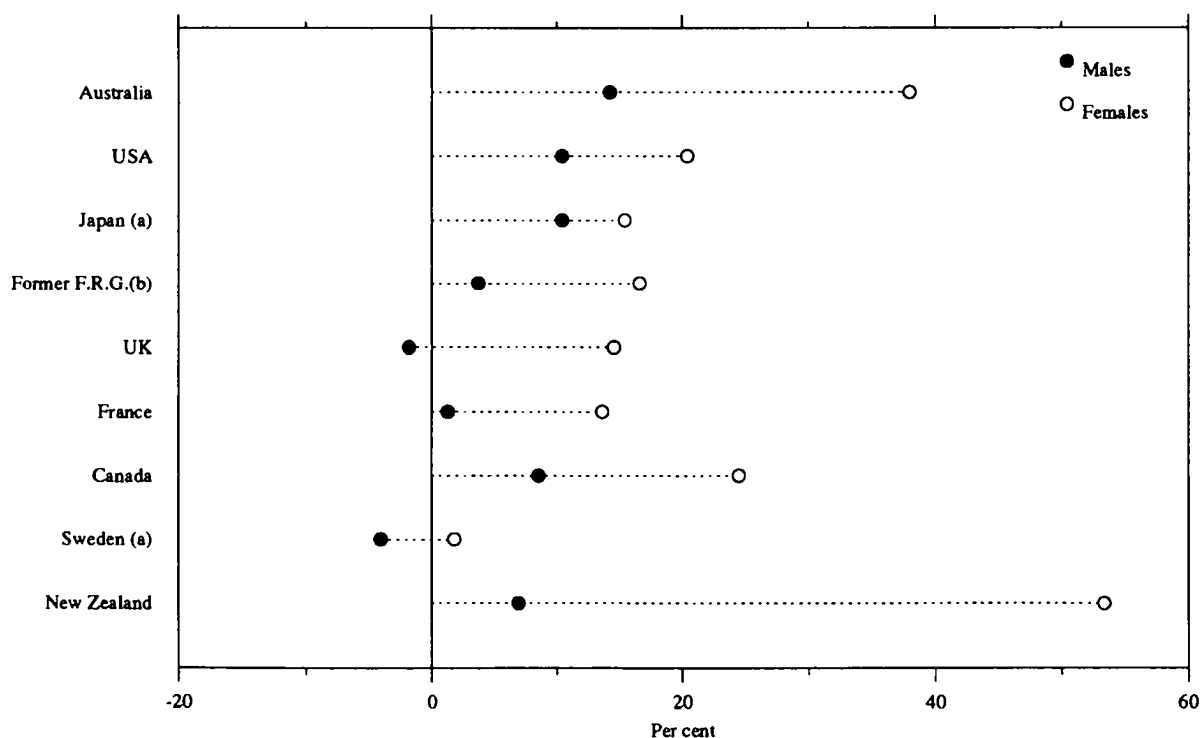
TABLE 10.2. CIVILIAN LABOUR FORCE: SELECTED COUNTRIES, 1983 TO 1993  
(\*000)

Year(a)	Australia	USA	Japan(b)	Former Federal Republic of Germany	Italy	UK	France	Canada	Sweden(b)	New Zealand
1983	6,928	111,550	58,890	28,067	22,490	26,288	23,142	12,109	4,375	1,342
1984	7,070	113,544	59,270	28,135	22,722	26,939	23,304	12,316	4,391	1,358
1985	7,248	115,461	59,630	28,366	22,890	27,389	23,357	12,532	4,424	1,387
1986	7,516	117,834	60,200	28,659	23,225	27,469	23,445	12,746	4,385	1,608
1987	r7,758	119,865	60,840	28,855	23,416	27,661	23,555	13,011	4,421	1,620
1988	r7,974	121,669	61,660	29,082	23,687	27,939	23,606	13,275	4,471	1,591
1989	r8,228	123,869	62,700	r29,275	r23,700	28,119	r23,742	13,503	4,527	1,573
1990	r8,444	124,787	63,840	29,880	23,966	r28,176	r23,864	13,681	4,577	1,596
1991	r8,490	125,303	65,050	r30,226	24,063	27,998	r24,481	13,757	4,552	1,618
1992	r8,562	126,982	65,780	r30,516	r24,069	r27,859	r24,542	13,797	4,464	(b)1,635
1993	8,619	128,040	66,150	30,524	22,604	27,523	24,615	13,946	4,320	(b)1,653

(a) Annual averages. (b) Total labour force.

Source: OECD Labour Force Statistics, 1971-1991; OECD Quarterly Labour Force Statistics, 1/1994; The Labour Force, Australia (6203.0); Key Statistics, New Zealand, April 1994.

CHART 10.1. CIVILIAN LABOUR FORCE: PERCENTAGE CHANGE  
BETWEEN 1983 AND 1993 BY SEX, SELECTED COUNTRIES



(a) Total labour force. (b) The former Federal Republic of Germany.

Source: OECD Labour Force Statistics, 1971-1991; OECD Quarterly Labour Force Statistics, 1/1994; Key Statistics, New Zealand, April 1994; The Labour Force, Australia (6203.0).

TABLE 10.3. CIVILIAN LABOUR FORCE: PARTICIPATION RATES, SELECTED COUNTRIES, 1982 TO 1992  
(per cent)

Year(a)	Australia	USA	Japan	Former Federal Republic of Germany	Italy(b)	UK	France	Canada	Sweden	New Zealand
1982	59.8	60.9	63.4	54.7	49.1	58.6	54.5	62.4	64.5	56.6
1983	59.5	60.9	63.8	54.5	49.1	58.2	54.0	62.7	64.5	55.9
1984	59.7	61.3	63.4	54.5	49.1	59.2	54.0	63.1	64.5	55.7
1985	60.1	61.6	63.0	54.8	49.1	59.9	53.7	63.5	64.7	56.2
1986	61.0	62.1	62.8	55.1	49.4	59.8	53.5	63.9	63.9	64.8
1987	61.2	62.6	62.6	55.3	49.4	59.9	53.4	64.4	64.1	64.4
1988	61.4	63.0	62.6	55.5	49.1	60.3	53.0	64.9	64.5	62.9
1989	62.5	63.6	62.9	55.4	49.3	60.6	52.7	65.1	64.9	61.9
1990	63.1	63.7	63.3	55.7	50.6	60.6	53.6	65.1	65.1	62.2
1991	62.5	63.4	63.8	55.8	50.5	60.2	53.7	64.5	64.5	62.2
1992—										
Males	74.2	71.8	78.0	67.0	64.7	69.6	61.3	68.4	67.0	71.5
Females	51.9	55.9	50.7	45.2	36.8	50.1	46.2	54.2	59.2	52.7
Persons	62.9	63.6	64.0	55.7	50.2	59.5	53.5	61.2	63.0	61.8

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1971-1991; The Labour Force, Australia (6203.0); OECD unpublished data.

Note. Many of the figures in the above table have been revised since the previous issue of this publication.

### Civilian Employment

The employment/population ratio in Australia in 1992 was 56.1, lower than in the USA (58.9), Sweden (59.6) and Japan (62.6) but much higher than in France (48.0) and Italy (44.4). The UK (53.8), Canada (54.3) and New Zealand (55.4) each had ratios somewhat lower than Australia's.

Over the ten-year period 1982 to 1992, the employment/population ratio was as high as 58.9 (1989) and as low as 54.4 (1983) in Australia, a variation of 4.5 percentage points. A similar variation was recorded by Sweden (4.4 percentage points). The ratio in the USA showed greater variation (5.2 percentage points) while in Japan, by contrast, it varied by only 1.8 percentage points over the same period. This was close to the variation experienced by Italy (1.7); in France the ratio varied by 2.3 percentage points. Greater variation was evident in the UK (5.8 percentage points).

TABLE 10.4. CIVILIAN EMPLOYMENT/POPULATION RATIOS: SELECTED COUNTRIES, 1982 TO 1992  
(per cent)

Year(a)	Australia	USA	Japan	Former Federal Republic of Germany	Italy(b)	UK	France	Canada	Sweden	New Zealand
1982	56.4	55.0	61.9	51.1	44.9	52.4	49.9	55.5	62.5	54.6
1983	54.4	55.1	62.1	50.1	44.4	51.5	49.4	55.2	62.3	52.8
1984	55.1	56.7	61.7	50.1	44.1	52.6	48.6	56.0	62.5	52.5
1985	55.8	57.2	61.4	50.3	44.0	53.0	48.1	56.9	62.9	53.9
1986	56.9	57.8	61.0	50.8	43.8	52.7	47.8	57.8	62.2	62.2
1987	56.3	58.7	60.8	51.0	43.4	53.6	47.6	58.7	62.9	61.7
1988	57.2	59.5	61.1	51.2	43.2	55.3	47.6	59.9	63.5	59.1
1989	58.9	60.2	61.5	51.6	43.3	56.8	47.7	60.2	64.0	57.2
1990	58.6	60.2	62.0	52.2	44.8	57.3	48.7	59.8	64.0	57.0
1991	56.5	59.2	62.5	52.7	44.9	55.2	48.5	57.8	62.6	55.5
1992—										
Males	65.8	66.3	76.3	63.3	59.4	60.5	56.2	60.2	62.7	63.6
Females	46.7	52.0	49.6	42.3	30.5	47.5	40.4	48.6	56.7	47.6
Persons	56.1	58.9	62.6	52.4	44.4	53.8	48.0	54.3	59.6	55.4

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1971-1991; Key Statistics, New Zealand, April 1994; The Labour Force, Australia (6203.0); OECD Quarterly Labour Force Statistics, 1/1994; OECD unpublished data.

Note. Many of the figures in the above table have been revised since the previous issue of this publication.

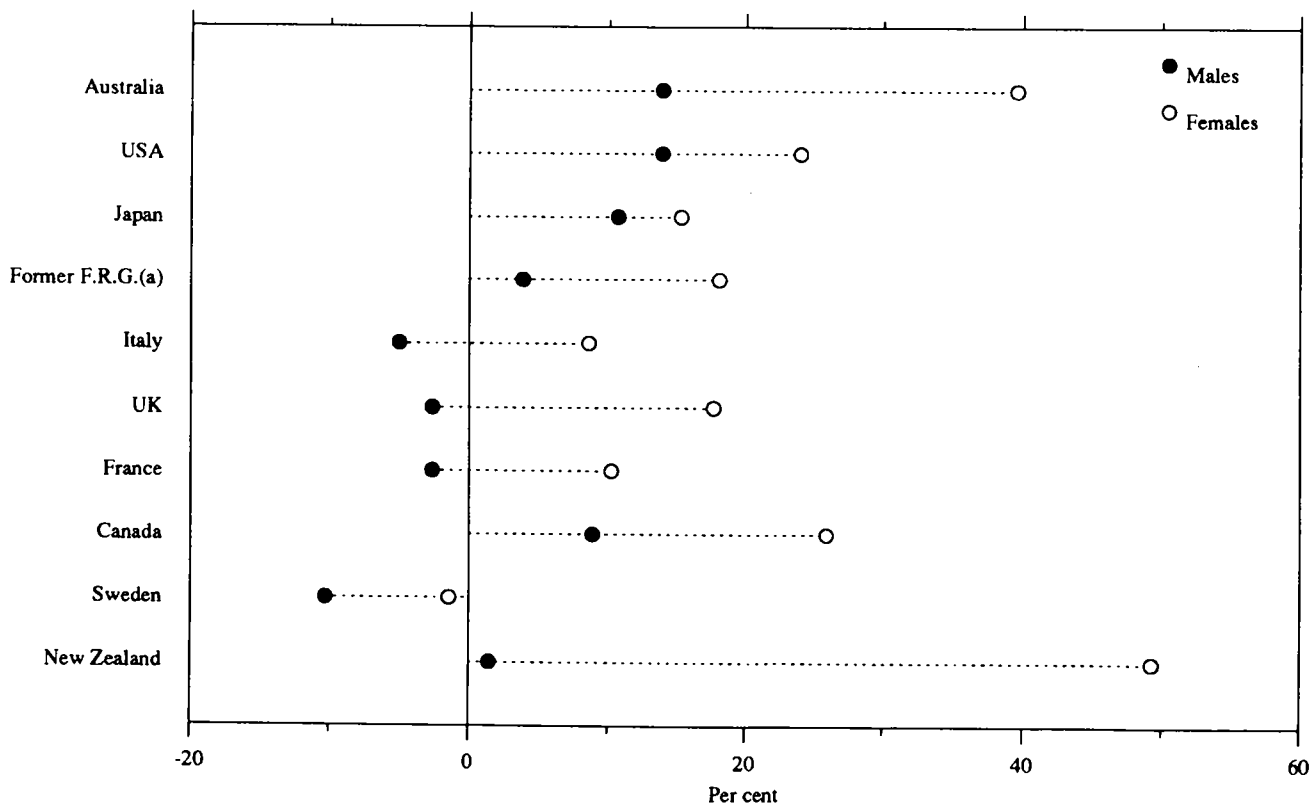
TABLE 10.5. CIVILIAN EMPLOYMENT: SELECTED COUNTRIES, 1983 TO 1993  
(<sup>'000</sup>)

Year(a)	Australia	USA	Japan	Former Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1983	6,300	100,834	57,330	25,809	20,350	23,304	21,168	10,675	4,224	1,266
1984	6,494	105,005	57,660	25,869	20,418	23,909	20,981	10,932	4,255	1,281
1985	6,697	107,150	58,070	26,062	20,508	24,210	20,915	11,221	4,299	1,329
1986	6,975	109,597	58,530	26,431	20,614	24,240	20,955	11,531	4,269	1,544
1987	7,129	112,440	59,110	26,626	20,584	24,755	21,023	11,861	4,337	1,554
1988	7,398	114,968	60,110	26,835	20,818	25,598	21,196	12,245	4,399	1,502
1989	7,720	117,342	61,280	27,237	20,833	26,376	21,457	12,486	4,466	1,461
1990	7,859	117,914	62,490	27,997	21,215	26,620	21,683	12,572	4,508	1,472
1991	7,676	116,877	63,690	28,537	21,410	25,757	22,133	12,340	4,431	1,461
1992	7,637	117,598	64,360	28,708	21,271	25,181	21,990	12,246	4,250	1,467
1993	7,680	119,306	64,500	28,254	20,244	24,658	21,704	12,383	3,964	1,496

(a) Annual averages.

Source: OECD Labour Force Statistics, 1971-1991; OECD Quarterly Labour Force Statistics, 1/1994; Key Statistics, New Zealand, April 1994; The Labour Force, Australia (6203.0).

CHART 10.2. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE  
BETWEEN 1983 AND 1993 BY SEX, SELECTED COUNTRIES



(a) Former Federal Republic of Germany.

Source: OECD Labour Force Statistics, 1971-1991; OECD Labour Force Statistics, 1/1994; Key Statistics, New Zealand, April 1994; The Labour Force, Australia (6203.0).

There was a fall of 3.1 percentage points between 1987 and 1993 in the proportion of persons employed in agriculture in Italy. Smaller falls were recorded in Japan (2.2 percentage points) and France (1.9 percentage points) while in other selected OECD countries the falls were 0.5 percentage points or less (Australia 0.4) except for New Zealand where a small rise was recorded.

Over the same period, decreases were also recorded in the proportions employed in industry in all selected OECD countries with the exception of Italy and Japan, where modest increases were experienced. The largest decreases were in the UK (4.4 percentage points), Sweden (4.3 percentage points) and New Zealand (3.9 percentage points). In Australia the decrease was 2.4 percentage points.

The proportion of persons employed in the services sector increased in all selected OECD countries between 1987 and 1993. Sweden and France experienced the largest increases (both 4.7 percentage points) with the UK next (4.6 percentage points) while the increase in Australia was 2.7 percentage points.

TABLE 10.6. DISTRIBUTION OF CIVILIAN EMPLOYMENT BY ECONOMIC SECTOR: SELECTED COUNTRIES, 1983 TO 1993 (per cent)

Year	Australia	USA	Japan	Former Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
AGRICULTURE(a)										
1983	6.6	3.5	9.3	5.0	12.4	2.7	7.9	5.5	5.4	11.2
1984	6.2	3.3	8.9	4.8	11.9	2.6	7.8	5.4	5.1	11.2
1985	6.2	3.1	8.8	4.6	11.2	2.5	7.6	5.1	4.8	11.1
1986	6.0	3.1	8.5	4.4	10.9	2.5	7.3	4.9	4.2	10.6
1987	5.7	3.0	8.3	4.2	10.5	2.4	7.0	4.8	3.9	10.4
1988	5.8	2.9	7.9	4.0	9.9	2.3	6.7	4.5	3.8	10.4
1989	5.3	2.9	7.6	r3.8	9.3	2.1	6.4	4.3	3.6	10.3
1990	r5.4	2.8	7.2	3.5	r8.9	r2.2	6.0	4.2	3.3	10.6
1991	5.5	2.9	6.7	r3.3	8.5	2.2	r5.4	4.5	3.2	r10.8
1992	5.3	2.9	6.4	r3.1	8.2	2.2	5.2	4.3	3.2	10.8
1993	5.3	2.7	6.1	3.0	7.4	2.2	5.1	4.4	3.4	10.5
INDUSTRY(b)										
1983	28.0	28.0	34.8	41.4	36.1	33.3	33.8	25.5	29.9	32.2
1984	27.9	28.5	34.8	41.1	34.5	32.2	32.9	25.7	29.8	32.1
1985	27.3	28.0	34.9	41.0	33.6	31.6	32.0	25.3	29.8	32.4
1986	26.9	27.7	34.5	40.8	33.1	30.7	31.4	25.1	30.1	28.8
1987	26.2	27.1	33.8	40.4	32.6	30.1	30.8	25.1	29.7	27.3
1988	26.4	26.9	34.1	39.9	32.4	29.7	30.3	25.5	29.5	26.0
1989	26.5	26.7	34.3	39.8	32.4	29.4	30.1	25.5	29.4	25.5
1990	25.4	26.2	34.1	39.8	r32.3	r29.7	29.9	24.6	29.1	24.6
1991	24.2	25.3	34.4	39.2	32.3	27.5	29.5	23.2	28.2	23.5
1992	23.9	24.6	34.6	r38.3	32.2	r26.5	28.8	22.7	26.6	22.8
1993	23.8	24.1	34.3	37.8	33.3	25.7	28.0	22.2	25.4	23.4
SERVICES(c)										
1983	65.3	68.5	56.0	53.6	51.5	64.0	58.3	69.0	64.7	56.6
1984	65.9	68.2	56.3	54.1	53.6	65.2	59.3	69.0	65.1	56.7
1985	66.4	68.8	56.4	54.4	55.2	65.9	60.4	69.6	65.3	56.5
1986	67.1	69.3	57.1	54.8	56.0	66.8	61.3	69.9	65.6	60.6
1987	68.1	69.9	57.9	55.4	56.8	67.5	62.2	70.1	66.3	62.4
1988	67.8	70.2	58.0	56.0	57.7	68.1	63.0	69.9	66.7	63.6
1989	r68.7	70.5	58.2	r56.4	58.2	68.5	63.5	70.2	67.0	64.3
1990	r69.8	70.9	58.7	56.7	r58.8	r68.1	r64.0	r71.3	r67.5	64.9
1991	70.4	71.8	58.9	r57.5	59.2	r70.4	r65.1	72.3	68.4	r65.7
1992	70.8	72.5	59.0	r58.5	59.6	r71.3	66.0	73.0	70.0	66.2
1993	70.8	73.2	59.6	59.2	59.3	72.1	66.9	73.3	71.0	66.0

(a) Agriculture, forestry, fishing and hunting. (b) Mining and quarrying; Manufacturing; Electricity, gas and water; Construction. (c) Transportation; Communication; Public utilities; Trade; Finance; Public administration; Private household services; and Miscellaneous services.

Source: OECD Labour Force Statistics, 1971-1991; OECD Quarterly Labour Force Statistics, 1/1994; Key Statistics, New Zealand, April 1994; The Labour Force, Australia (6203.0).

**CHART 10.3. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE BETWEEN 1983 AND 1993, SEX AND ECONOMIC SECTOR BY SELECTED COUNTRIES**

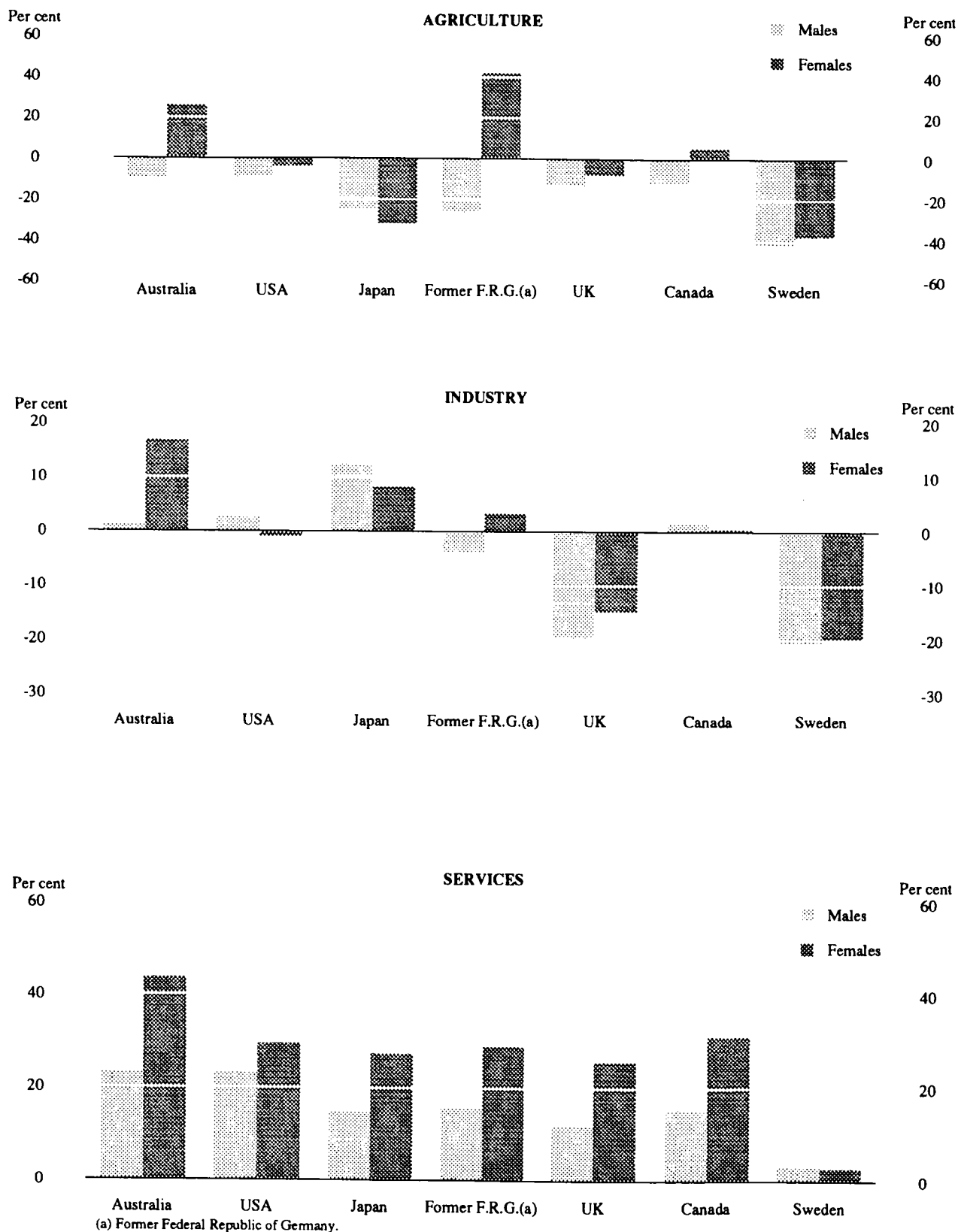


TABLE 10.7. EMPLOYED PERSONS BY OCCUPATION, SELECTED COUNTRIES, 1992  
(per cent)

	Australia	USA	Japan	Former Federal Republic of Germany(a)	Canada	Sweden	New Zealand
Professional, technical and related workers	11.2	17.6	11.7	17.0	18.5	33.4	12.8
Administrative and managerial workers	13.6	12.6	4.0	3.3	13.5	} 16.7 {	12.5
Clerical and related workers	5.9	15.8	19.0	20.9	16.2		11.0
Sales workers	14.9	11.8	14.7	9.1	9.9		14.1
Service workers	16.6	13.7	8.8	11.2	13.6	9.8	12.9
Agriculture, animal husbandry and forestry workers, fishermen and hunters	15.5	2.9	6.3	3.6	4.4	3.2	10.6
Production and related workers, transport equipment operators and labourers	22.0	25.6	35.0	31.9	24.1	27.0	25.9
Workers not classifiable by occupation	..	..	0.5	3.0	..	0.2	0.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Data refer to 1991.

Source: ILO Year Book of Labour Statistics, 1993.

### Hours of Work

In 1992, hours worked in manufacturing fell below 40 to 38.8 in Japan (Germany and France also recorded 38.8 in 1992), while remaining above 40 in the UK (43.2), New Zealand (41.1) and the USA (41.0).

In Australia, the estimate of hours worked in manufacturing, which has varied between 37.6 and 38.1 over the last 5 years, was 37.9 in 1992, somewhat lower than Canada (38.3) and Sweden (38.5).

TABLE 10.8. AVERAGE HOURS OF WORK PER WEEK IN NON-AGRICULTURAL ACTIVITIES: SELECTED COUNTRIES  
1982 TO 1992

Year	Australia (a)	USA (b)	Japan (a)	Germany (b)(c)	UK (d)	France (e)	Canada (b)(f)	Sweden	New Zealand (a)(b)
MANUFACTURING									
1982	36.1	38.9	40.9	40.7	41.0	39.3	37.7	37.6	39.6
1983	35.5	40.1	41.1	40.5	42.9	38.9	r38.2	37.7	39.5
1984	36.2	40.7	41.7	41.0	43.5	38.7	r38.4	38.1	40.4
1985	36.9	40.5	41.5	40.7	43.7	38.6	r38.6	38.3	40.7
1986	37.0	40.7	41.1	40.4	43.7	38.7	r38.4	38.3	39.6
1987	37.3	41.0	41.3	40.1	43.8	38.7	r38.7	38.4	40.2
1988	37.9	41.1	41.8	40.0	44.3	38.8	r38.9	38.5	39.9
1989	37.7	41.0	41.4	39.9	44.5	38.8	38.7	38.5	40.5
1990	38.1	40.8	40.8	39.5	44.3	38.8	38.2	38.5	40.7
1991	r37.6	40.7	40.0	39.2	42.9	38.7	37.8	38.4	40.4
1992	37.9	41.0	38.8	38.8	43.2	38.8	38.3	38.5	41.1
TOTAL NON-AGRICULTURAL ACTIVITIES									
1982	33.8	34.8	40.3	40.7	..	39.6	..	35.6	38.8
1983	33.5	35.0	40.4	40.5	..	39.3	r31.7	35.7	38.9
1984	33.8	35.2	40.7	40.9	..	39.1	r32.0	36.0	39.4
1985	34.4	34.9	40.6	40.7	43.6	39.0	r32.0	36.3	39.6
1986	34.1	34.8	40.4	40.5	43.6	39.1	r31.8	36.5	38.9
1987	34.5	34.8	40.6	40.2	43.7	39.1	r31.9	37.1	38.8
1988	34.9	34.7	40.6	40.2	44.1	39.1	32.1	37.2	38.6
1989	34.6	34.6	40.2	40.1	44.3	39.1	31.7	37.5	38.8
1990	34.8	34.5	39.5	39.7	44.2	39.1	31.3	37.5	38.7
1991	r34.6	34.3	38.8	39.3	43.5	39.1	30.8	37.3	38.5
1992	34.5	34.4	37.9	39.0	43.6	39.1	30.5	37.2	38.7

(a) Employees. (b) Hours paid for. (c) The series relates to the former Federal Republic of Germany prior to 3 October 1990. (d) Full-time workers on adult rates of pay. (e) Wage earners. (f) Employees paid by the hour.

Source: ILO Yearbook of Labour Statistics, 1992 and 1993; ILO Bulletin of Labour Statistics, 1994-1; OECD unpublished data.

## Unemployment

The standardised unemployment rate in France in 1993 was 11.6 per cent, up from 10.4 per cent in 1992 and the highest of the selected OECD countries. In Canada, the rate decreased slightly to 11.1, while the rate in Australia increased slightly to 10.8 per cent. The USA, like Canada, experienced a decrease, although a larger one, to 6.7 per cent while the relatively low standardised unemployment rates in Japan and the former Federal Republic of Germany increased to the levels of 1988 and 1989.

**TABLE 10.9. UNEMPLOYED PERSONS: STANDARDISED UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1983 TO 1993**  
(per cent)

Year(b)	Australia	USA	Japan	Former Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1983	9.9	9.5	2.6	7.7	8.8	12.4	8.3	11.8	3.5	n.a.
1984	8.9	7.4	2.7	7.1	9.4	11.7	9.7	11.2	3.1	n.a.
1985	8.2	7.1	2.6	7.1	9.6	11.2	10.2	10.4	2.8	n.a.
1986	8.0	6.9	2.8	6.4	10.5	11.2	10.4	9.5	2.7	4.0
1987	8.0	6.1	2.8	6.2	10.9	10.3	10.5	8.8	1.9	4.1
1988	7.2	5.4	2.5	6.2	11.0	8.6	10.0	7.7	1.6	5.6
1989	6.1	5.2	2.3	5.6	10.9	7.2	9.4	7.5	1.4	7.1
1990	6.9	5.4	2.1	r4.8	10.3	6.8	8.9	8.1	1.5	r7.7
1991	9.5	6.6	2.1	r4.2	9.9	8.7	9.4	10.2	2.7	r10.2
1992	10.7	7.3	2.2	r4.6	r10.5	r9.9	r10.4	11.2	4.8	10.3
1993	10.8	6.7	2.5	5.8	10.2	10.3	11.6	11.1	8.2	9.5

(a) National rates will differ where coverage of unemployment differs from that of the ILO, or when a denominator other than the total labour force is used. See the Technical Notes. (b) Annual averages.

Source: OECD Quarterly Labour Force Statistics, 1/1994.

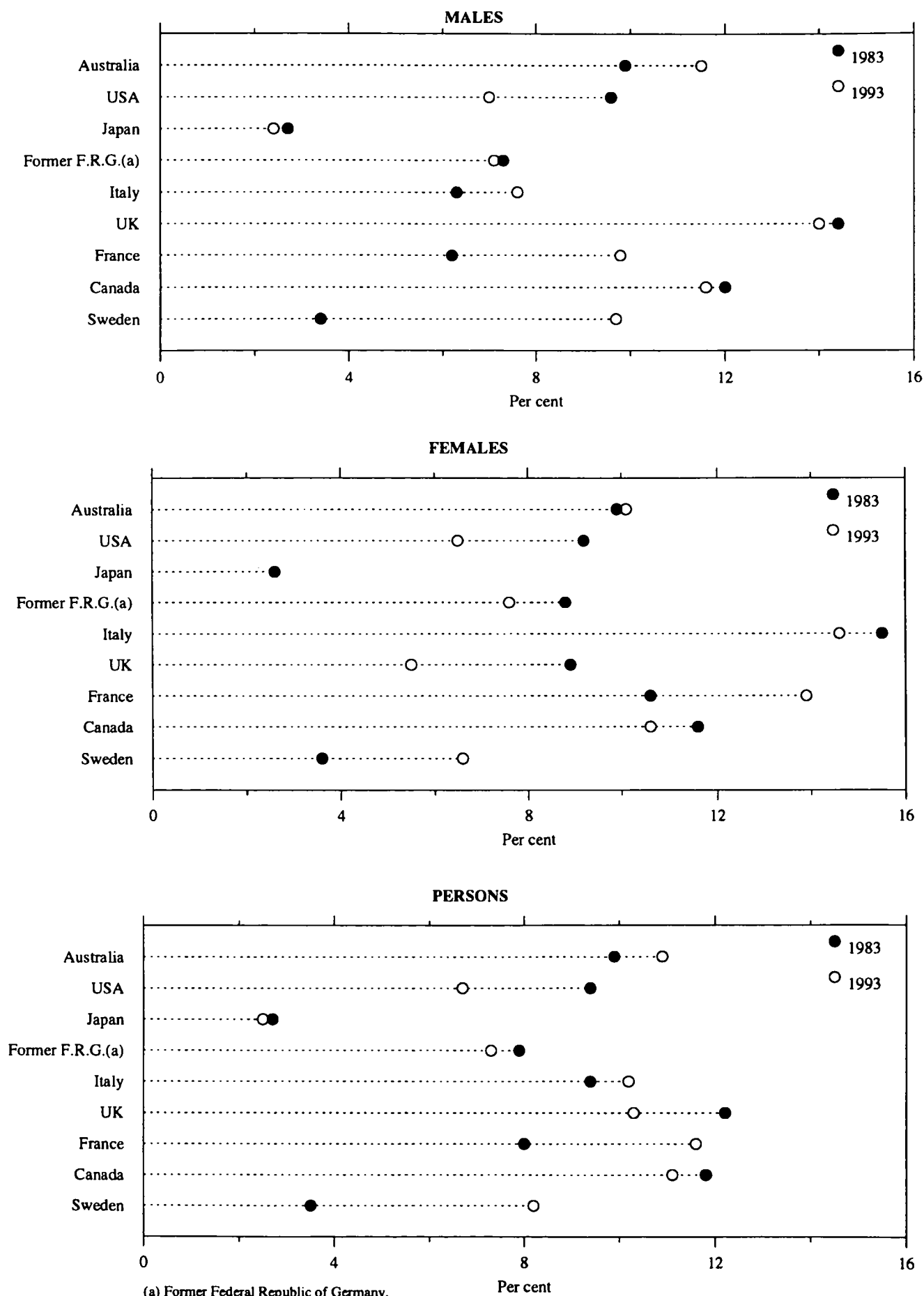
**TABLE 10.10. UNEMPLOYMENT RATES: AGE, SELECTED COUNTRIES, 1982 TO 1992**  
(per cent)

Year(a)	Australia	USA	Japan	Former Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
PERSONS AGED UNDER 25 YEARS										
1982	12.9	17.0	3.9	9.3	28.0	23.1	r18.9	18.8	7.6	n.a.
1983	17.9	16.4	4.5	11.0	30.5	23.4	19.7	19.8	8.0	n.a.
1984	16.5	13.3	4.9	10.2	32.9	21.8	r24.5	17.8	6.0	n.a.
1985	14.3	13.0	4.8	9.9	33.9	21.5	25.6	16.3	5.8	n.a.
1986	14.5	12.7	5.2	9.0	34.5	20.5	23.4	15.1	5.6	7.9
1987	14.6	11.7	5.2	8.5	35.5	17.3	r22.9	13.7	r4.3	8.0
1988	12.8	10.6	4.9	7.7	34.5	11.8	r21.6	12.0	r3.6	10.9
1989	10.4	10.5	4.5	6.4	33.6	8.3	r19.0	11.3	r3.2	13.5
1990	13.3	10.7	4.3	5.6	r31.5	8.1	r19.1	12.8	r3.8	14.1
1991	17.2	12.9	4.5	n.a.	30.8	r12.8	r19.4	16.2	r6.5	18.8
1992	19.5	13.7	4.4	n.a.	32.7	15.2	20.8	17.8	11.5	18.5
PERSONS AGED 25 YEARS AND OVER										
1982	4.5	7.3	2.1	5.7	4.0	8.5	r5.6	8.4	2.3	n.a.
1983	7.1	7.4	2.4	7.1	4.6	8.9	5.8	9.4	2.6	n.a.
1984	6.0	5.7	2.4	7.3	4.9	9.0	6.7	9.3	2.6	n.a.
1985	5.8	5.5	2.3	7.3	5.1	9.5	7.4	8.7	2.3	n.a.
1986	5.8	5.4	2.4	7.1	6.0	9.9	7.8	8.0	2.1	2.7
1987	5.7	4.7	2.5	7.4	6.7	8.9	8.5	7.5	r1.5	2.7
1988	5.0	4.2	2.2	7.5	7.1	7.2	8.3	6.7	r1.4	3.9
1989	4.3	4.0	1.9	6.9	7.4	5.5	8.1	6.6	r1.1	5.1
1990	5.1	4.3	1.8	6.3	7.0	4.9	7.8	7.0	r1.3	5.8
1991	7.4	5.3	1.7	n.a.	6.8	7.1	7.7	9.0	r2.3	7.8
1992	8.0	6.0	1.8	n.a.	7.3	8.5	8.7	9.9	4.2	7.9

(a) Annual averages.

Source: OECD Labour Force Statistics, 1971-1991.

**CHART 10.4 UNEMPLOYED PERSONS: UNEMPLOYMENT RATES  
BY SEX, SELECTED COUNTRIES**



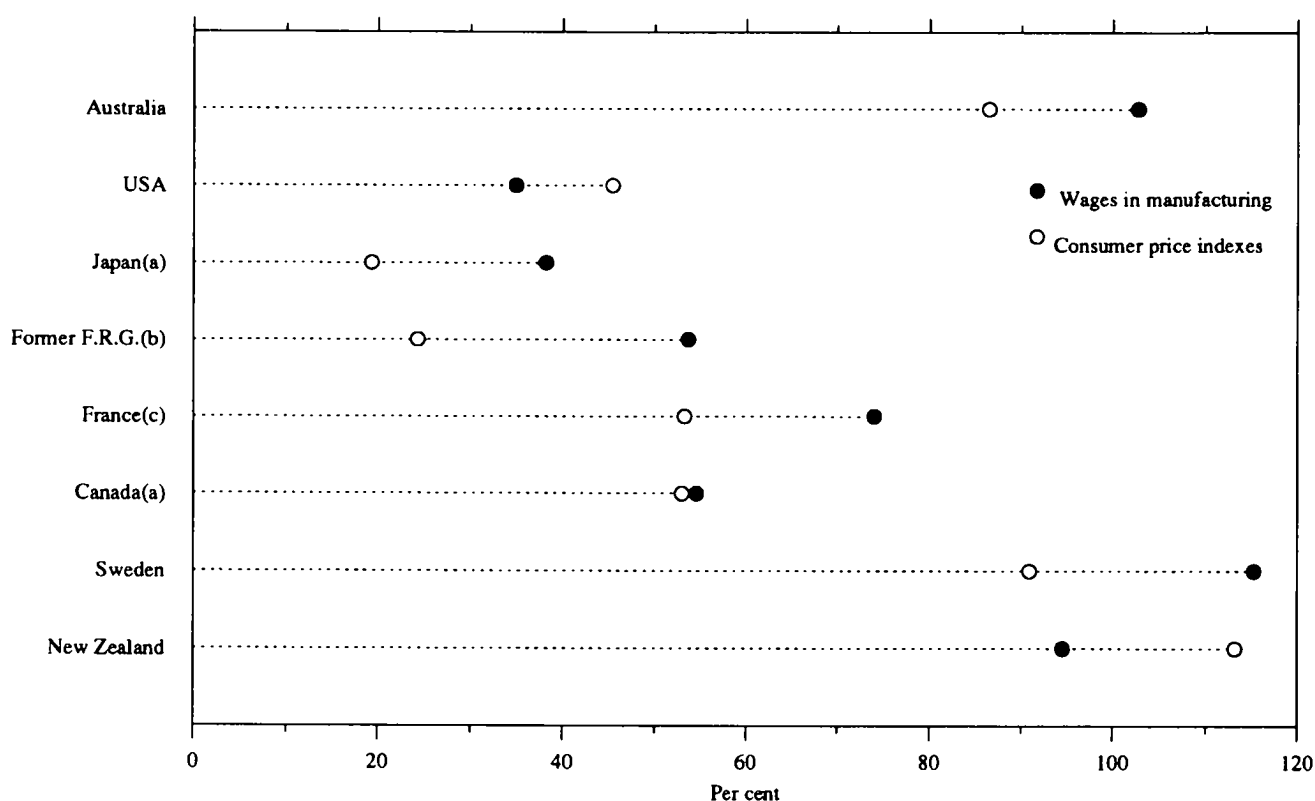


### Movement in Wages and Consumer Price Index

Over the ten-year period 1982 to 1992, wages in manufacturing in Australia increased by 103 per cent, more than the increase in New Zealand (94%) but less than that in Sweden (115%). The former Federal Republic of Germany and Canada recorded increases of about half this magnitude (54% and 55% respectively) while in Japan (38%) and the USA (35%) increases were even lower.

The consumer price index increased by 86 per cent in Australia over the ten-year period 1982 to 1992. This increase was exceeded by that in New Zealand (113%) and also Sweden (90%). A much lower increase was recorded in Canada (53%), and this was matched by France (53%). The increase in the USA was lower still at 45 per cent while quite small increases were recorded in the former Federal Republic of Germany (24%) and Japan (19%).

CHART 10.5. PERCENTAGE CHANGE IN CONSUMER PRICE INDEXES AND WAGES IN MANUFACTURING, SELECTED COUNTRIES, 1982 TO 1992



(a) Employee wages. (b) Former Federal Republic of Germany. The wages in manufacturing series includes the former Democratic People's Republic of Germany from 3 October 1990. (c) Adult wages.

### Industrial Disputes

Between 1991 and 1992, working days lost per thousand employees in Australia decreased by 40 per cent to 158. Decreases were also recorded in the UK (33%), France (25%) and Canada (13%). By contrast, there was a large increase of 600 per cent in working days lost per thousand employees in Germany although the number was still a relatively low 60 in 1992.

TABLE 10.11. INDUSTRIAL DISPUTES: NUMBER OF DISPUTES, WORKERS INVOLVED, WORKING DAYS LOST, AND WORKING DAYS LOST PER THOUSAND EMPLOYEES, SELECTED COUNTRIES, 1982 TO 1992

Year	Australia (a)	USA (b)	Japan (c)	Former Federal Republic of Germany (d)(e)	Italy	UK (d)	France (f)(g)	France (h)	Canada (a)	Sweden	New Zealand (i)
NUMBER OF DISPUTES											
1982	2,060	96	944	n.a.	1,747	1,528	3,113	n.a.	677	46	333
1983	1,787	81	893	n.a.	1,565	1,352	2,837	n.a.	645	92	333
1984	1,965	62	596	n.a.	1,816	1,206	2,537	3,014	717	206	364
1985	1,895	54	627	n.a.	1,341	903	1,901	7,278	829	160	383
1986	1,754	69	620	n.a.	1,469	1,074	1,391	2,681	735	75	215
1987	1,517	46	474	n.a.	1,149	1,016	1,391	1,457	668	72	193
1988	1,508	40	498	n.a.	1,769	781	1,852	1,898	548	144	172
1989	1,402	51	362	n.a.	1,297	701	1,743	1,781	627	139	171
1990	1,193	44	284	n.a.	1,094	630	1,529	1,558	579	126	137
1991	1,036	40	310	n.a.	791	369	1,318	1,330	r463	23	71
1992	728	35	n.a.	n.a.	n.a.	253	1,330	1,345	401	20	51
WORKERS INVOLVED ('000)											
1982	706.1	655.8	215.7	40.0	10,483.0	2,102.9	397.7	467.9	444.3	5.1	156.0
1983	470.2	909.4	224.1	94.1	6,844.2	573.8	(j)453.6	617.2	329.3	14.4	140.7
1984	560.3	376.0	155.1	537.3	7,356.5	1,464.3	(j)505.2	555.0	186.8	23.7	160.3
1985	570.5	323.9	123.4	78.2	4,842.8	791.3	(j)273.6	549.1	162.2	124.5	182.2
1986	691.7	533.2	118.0	115.5	3,606.7	720.2	(j)261.6	456.0	483.6	66.3	100.6
1987	608.8	174.3	r101.1	155.0	4,272.7	887.4	(j)223.2	358.5	582.1	10.5	80.1
1988	894.4	118.3	74.9	33.5	2,712.1	r790.3	(j)326.4	403.2	206.8	95.2	104.0
1989	709.8	452.1	85.8	43.9	4,451.8	727.0	(j)243.6	298.5	444.8	34.1	78.9
1990	729.9	184.9	84.3	257.2	1,634.0	298.2	(j)222.0	277.8	270.5	73.2	50.0
1991	1,181.6	392.0	52.8	208.2	2,952.2	176.0	(j)225.6	408.6	r253.7	2.5	51.9
1992	871.5	363.8	n.a.	598.4	n.a.	148.0	(j)195.6	318.7	151.7	18.0	38.7
WORKING DAYS LOST ('000)											
1982	1,980.4	9,061.2	538.1	15.1	18,563.0	5,313.0	2,250.2	2,327.2	5,795.4	1.8	330.0
1983	1,641.4	17,461.0	506.9	40.8	(k)14,003.0	3,754.0	1,321.0	1,483.6	4,444.0	36.9	371.8
1984	1,307.4	8,498.8	354.1	5,617.6	(k)8,703.3	27,135.0	1,316.8	1,357.0	3,871.8	31.3	424.9
1985	1,256.2	7,079.1	264.1	34.4	(k)3,830.7	6,402.0	726.7	884.9	3,125.5	504.2	756.4
1986	1,390.7	11,861.0	253.4	28.0	(k)5,643.7	1,920.0	567.6	1,041.4	7,106.4	682.7	1,329.1
1987	1,311.9	4,468.8	256.1	33.3	(k)4,605.7	3,546.0	511.5	969.0	3,811.5	14.7	366.3
1988	1,641.4	4,381.4	173.8	41.9	(k)3,315.1	3,702.0	1,094.0	1,241.6	4,899.1	797.4	381.7
1989	1,202.4	16,530.0	219.1	100.4	(k)4,436.1	4,128.0	800.2	904.3	3,701.4	409.7	193.3
1990	1,376.5	5,925.5	144.5	363.6	(k)5,181.3	1,903.0	528.0	693.7	r5,079.4	770.4	330.9
1991	1,610.6	4,583.6	96.4	153.6	(k)2,985	761.0	497.3	665.5	r2,531.5	21.7	101.5
1992	941.2	3,988.6	n.a.	1,545.3	n.a.	528.0	359.1	490.4	2,199.5	28.1	121.8
WORKING DAYS LOST PER THOUSAND EMPLOYEES											
1982	r358	100	10	(l)	1,280	250	..	130	610	(l)	300
1983	249	190	10	(l)	980	180	..	80	460	10	340
1984	248	90	10	250	610	1,280	..	80	400	10	380
1985	228	70	10	(l)	270	300	..	50	310	130	660
1986	242	120	10	(l)	390	90	..	60	680	170	1,060
1987	223	40	10	(l)	320	160	..	50	360	(l)	290
1988	269	40	(l)	(l)	230	170	..	70	440	200	320
1989	190	150	(l)	(l)	300	180	..	50	330	100	170
1990	217	50	(l)	10	340	80	..	40	450	190	280
1991	265	40	(l)	10	200	30	..	40	230	10	90
1992	158	40	n.a.	60	n.a.	20	n.a.	30	200	10	110

(a) Excludes disputes in which time lost is less than 10 staff days. (b) Excludes disputes lasting less than a full day or shift, and disputes involving less than 1,000 workers. (c) Excludes disputes lasting less than half a day. (d) Includes disputes lasting less than one day only if more than 100 working days lost. (e) The series include the former Democratic Republic of Germany from 3 October 1990 except for workings days lost per thousand employees. (f) Excludes Agriculture and Public administration. (g) Localised strikes. (h) Comprises localised and generalised strikes. (i) Excludes public sector conflicts. (j) Monthly average converted to an annual average. (k) Working hours lost converted to working days lost. (l) Nil or fewer than 5 days lost per thousand employees.

Source: ILO Year Book of Labour Statistics, 1992 and 1993; Industrial Disputes, Australia, February 1994 (6321.0); UK Department of Employment Gazette, Great Britain, December 1993.

## DATA SOURCES

Following are the data sources for the tables and charts in each chapter of this publication. Also set out are the catalogue numbers for ABS data sources and page references for the related technical notes.

Title	ABS Catalogue No.	Technical Notes Page No.
<i>Chapter 1—Socio-Demographic Characteristics of the Population</i>		
Australian Demographic Statistics	3101.0	163
Projections of the Populations of Australia, States and Territories, 1993 to 2041	3222.0	163
Labour Force Projections, Australia, 1995-2011	6260.0	165
Overseas Arrivals and Departures, Australia	3404.0	165
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	165
Labour Force Status and Educational Attainment, Australia	6235.0	165
Participation in Education, Australia	6272.0	165
Labour Force Status and Other Characteristics of Families, Australia	6224.0	165
<i>Chapter 2—The Labour Force</i>		
The Labour Force, Australia	6203.0	165
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	165
Labour Force Experience, Australia	6206.0	166
Transition from Education to Work, Australia	6227.0	166
Labour Force Status and Educational Attainment, Australia	6235.0	166
Labour Force Status and Other Characteristics of Families, Australia	6224.0	167
Persons Who Had Re-entered the Labour Force, Australia	6264.0	167
Persons Who Have Left the Labour Force, Australia	6267.0	167
Retirement and Retirement Intentions, Australia	6238.0	167
<i>Chapter 3—Employment and Underemployment</i>		
The Labour Force, Australia	6203.0	165
Employed Wage and Salary Earners, Australia	6248.0	167
Labour Force Experience, Australia	6206.0	166
Labour Mobility, Australia	6209.0	168
Multiple Jobholding, Australia	6216.0	168
Career Experience, Australia	6254.0	166
Working Arrangements, Australia 6342.0	6342.0	166
Transition from Education to Work, Australia	6227.0	166
Labour Force Status and Educational Attainment, Australia	6235.0	166
Career Paths of Persons with Trade Qualifications, Australia	6243.0	168
Underemployed Workers, Australia	6265.0	169
Superannuation, Australia	6319.0	169
<i>Chapter 4—Unemployment</i>		
The Labour Force, Australia	6203.0	165
Job Search Experience of Unemployed Persons, Australia	6222.0	169
Successful and Unsuccessful Job Search Experience, Australia	6245.0	169
Labour Force Experience, Australia	6206.0	166
Labour Force Status and Educational Attainment, Australia	6235.0	166
Labour Force Status and Other Characteristics of Families, Australia	6224.0	167
Job Vacancies, Australia (to May 1989)	6231.0	170
Job Vacancies and Overtime, Australia	6354.0	170
<i>Chapter 5—Persons Not in the Labour Force</i>		
The Labour Force, Australia	6203.0	165
Persons Not in the Labour Force, Australia	6220.0	170
Transition from Education to Work, Australia	6227.0	166

## DATA SOURCES—continued

<i>Title</i>	<i>ABS Catalogue No.</i>	<i>Technical Notes Page No.</i>
<i>Chapter 6—Award Rates, Earnings, Labour Costs and Employment Benefits</i>		
Award Rates of Pay Indexes, Australia	6312.0	170
Average Weekly Earnings, States and Australia	6302.0	170
Consumer Price Index, Australia	6401.0	171
Distribution and Composition of Employee Earnings and Hours, Australia	6306.0	171
Weekly Earnings of Employees (Distribution), Australia	6310.0	172
Labour Costs, Australia	6348.0	172
Employment Benefits, Australia	6334.0	172
<i>Chapter 7—Hours of Work</i>		
The Labour Force, Australia	6203.0	165
Labour Costs, Australia	6348.0	172
Overtime, Australia (to May 1989)	6330.0	172
Job Vacancies and Overtime, Australia	6354.0	172
<i>Chapter 8—Industrial Relations</i>		
Industrial Disputes, Australia	6322.0	172
Trade Union Members, Australia	6325.0	173
Trade Union Statistics, Australia	6323.0	173
Award Coverage, Australia	6315.0	173
<i>Chapter 9—Training</i>		
Employer Training Expenditure, Australia	6353.0	174
Training and Education Experience, Australia	6278.0	174
<i>Chapter 10—International Comparisons</i>		
OECD Labour Force Statistics, 1971-1991	..	..
United Nations Monthly Bulletin of Statistics, April 1994	..	..
World Population Data Sheet of the Population Reference Bureau Inc 1992, 1993	..	..
OECD Quarterly Labour Force Statistics, No. 1/1994	..	..
Australian Demographic Statistics	3101.0	163
Key Statistics, New Zealand, April 1994	..	..
The Labour Force, Australia	6203.0	165
ILO Yearbook of Labour Statistics, 1992 and 1993	..	..
ILO Bulletin of Labour Statistics, 1994-1	..	..
Manufacturing: Details of Operation by Industry Class, Australia	8203.0	..
Manufacturing Industry, Australia, 1991-92	8221.0	..
Industrial Disputes, Australia, February 1994	6321.0	172
Department of Employment Gazette, Great Britain, December 1993	..	..

## SUPPLEMENTARY AND SPECIAL SURVEYS RELATING TO THE LABOUR FORCE

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary and special surveys of particular aspects of the labour force are carried out from time to time. The results of these surveys on labour force and related topics are published separately as shown below.

<i>Title of Publication</i>	<i>Catalogue No.</i>
Alternative Working Arrangements, Australia, March to May 1982, September to November 1986	6341.0
Annual and Long Service Leave Taken, Australia, May 1988 to April 1989	6317.0
Career Experience, Australia. Three-yearly. First issue February 1993	6254.0
Career Paths of Persons with Trade Qualifications, Australia, 1989	6243.0
Career Paths of Qualified Nurses, Australia, 1989	6277.0
Child Care, Australia, May 1969, 1973, 1977; June 1980; November 1984; June 1987; November 1990; June 1993	4402.0
Employment Benefits, Australia. Two-yearly. Latest issue August 1992	6334.0
How Workers Get Their Training, Australia, 1989	6278.0
Survey of Income and Housing Costs and Amenities, Persons with Earned Income, 1986, 1990	6546.0
Job Search Experience of Unemployed Persons, Australia. Annually. Latest issue July 1993	6222.0
Labour Force Experience, Australia. Annually. Latest issue March 1994	6206.0
Labour Force Status and Educational Attainment, Australia. Annually. Latest issue February 1993	6235.0
Labour Force Status and Other Characteristics of Families, Australia. Annually. Latest issue June 1993	6224.0
Labour Force Status and Other Characteristics of Migrants, Australia, September 1993	6250.0
Labour Mobility, Australia. Two yearly. Latest issue February 1994	6209.0
Multiple Jobholding, Australia. Four-yearly. Latest issue July 1991	6216.0
Participation in Education, Australia. (Formerly Labour Force Status and Educational Attendance). Annually. Latest issue September 1993	6272.0
Persons Employed at Home, Australia, April 1989, March 1992	6275.0
Persons Not in the Labour Force, Australia. Annually. Latest issue September 1993	6220.0
Persons Who Had Re-entered the Labour Force, Australia, May 1985, May 1987, May 1990, May 1993	6264.0
Persons Who Have Left the Labour Force, Australia, November 1985, April 1988, April 1991	6267.0
Retirement and Retirement Intentions, Australia, November 1986, November 1989, October 1992	6238.0
Successful and Unsuccessful Job Search Experience, Australia. Two-yearly. Latest issue July 1992	6245.0
Superannuation, Australia, February 1974, September to November 1982, November 1988, 1991 and 1993	6319.0
Trade Union Members, Australia. Two-yearly. Latest issue August 1992	6325.0
Transition From Education to Work, Australia. Annually. Latest issue May 1993	6227.0
Underemployed Workers, Australia, May 1988, May 1991	6265.0
Weekly Earnings of Employees (Distribution), Australia. Annually. Latest issue August 1993	6310.0
Working Arrangements, Australia. Two-yearly. First issue August 1993	6342.0

## TECHNICAL NOTES

1. Data for tables and charts included in the chapters of this publication have been obtained from a number of different sources. Information on the method of collection and concepts used, etc. is set out below.

2. Reference should be made to the publication *A Guide to Labour Statistics* (6102.0) which describes the concepts, methodology and sources of the ABS labour market data within the conceptual frameworks underlying the collection of these data. The Guide is structured broadly according to subject matter topics similar to the chapter headings used in this publication.

3. Many of the data presented in the publication have been obtained from sample surveys, especially household surveys (such as the Labour Force Survey and its supplementaries) and surveys of employers. Estimates for all surveys are subject to two sources of error:

(a) *sampling error*—since the estimates are based on information obtained from a sample of employers or households they, and the movements derived from them, may differ from the figures that would have been produced if all employers or households had been included in the survey. Specific publications relating to those surveys include technical details on the size of sampling errors for the various estimates.

(b) *non-sampling error*—inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

4. The individual publications referred to below generally contain more information on statistical error in respect of the series they contain.

### CHAPTER 1—SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

#### Australian Demographic Statistics (3101.0)

5. This publication contains estimated resident populations for the States, Territories and Australia. It also includes quarterly estimates of the components of population change by State of usual residence as well as other demographic series, rates and measures. Estimated resident population statistics are based on full census counts of usual residents adjusted to compensate for census underenumeration and to include an estimate of Australian residents overseas at the time of the census. These census-date population estimates are up-dated quarterly (again from full counts) using birth and death registration data, overseas arrival and departure statistics (permanent and

long term only), and, for the State populations, estimates of interstate migration. (There is therefore no sampled component in the estimated resident population series.) After each census, final estimates for the preceding intercensal period are provided by incorporating an additional adjustment (intercensal discrepancy) to ensure that the total intercensal increase agrees with the difference between the estimated resident population at the two successive census dates.

6. These adjustments are the reason for the apparent anomalies in Chart 1.2 between the sum of the components of population increase (natural increase and net overseas migration gain) and total population increase.

7. An explanation of the 'usual residence' conceptual basis for population estimates is given in the ABS information paper entitled *Population Estimates: An Outline of the New Conceptual Basis of ABS Population Estimates* (3216.0), released on 29 March 1982. An ABS technical paper, *Methods and Procedures in the Compilation of Estimated Resident Population 1981 and in the Construction of the 1971-81 Time Series* (3103.0), was issued on 11 March 1983.

8. The overseas migration component of population change comprises net permanent and long-term overseas movements as recorded on passenger cards completed by incoming and outgoing travellers, for the Department of Immigration and Ethnic Affairs. Short-term movements as such are excluded but an adjustment for the net effect of *category jumping* has been included since July 1976. This adjustment is necessary because net permanent and long-term migration figures can be affected by changes in travel intentions, as when an Australian resident departing for a short-term visit overseas (stating that he/she intends to stay abroad for less than 12 months) in fact stays for more than 12 months, thereby changing his/her travel category from short-term to long-term. An ABS technical paper, *Estimates of Residents Temporarily Overseas, Visitors in Australia and Category Jumping* (3104.0), was published on 10 March 1983.

9. In this publication (6101.0), population estimates have generally been rounded to the nearest hundred. The unrounded figures shown in Table 1.1 are published only for the convenience of readers who may wish to calculate their own per capita rates and indexes. They should not be assumed to be accurate to the last digit.

#### Projections of the Populations of Australia, States and Territories, 1993 to 2041 (3222.0)

10. This publication contains projections of population by age and sex for Australia, the States and Territories for the period 1993 to 2041. This series of projections supersedes the 1989 series, published in November 1990, *Projections of the Populations of Australia, States and Territories, 1989 to 2031* (3222.0).

11. The ABS currently publishes population projections twice in each intercensal period in order to regularly service the needs of users of population projections.

12. The projection results published by the ABS are not intended as predictions or forecasts, but are illustrations of growth and change in the population which would occur if the assumptions about future demographic trends prevail over the projection period.

13. While the assumptions for the projections are formulated on the basis of an assessment of past demographic trends, both in Australia and overseas, and their likely future dynamics, there is no certainty that any of the assumptions will or will not be realised. In addition, no assessment has been made of changes in non-demographic conditions.

14. Accordingly, alternative projections have been provided in recognition of this uncertainty and to provide users with a range of options.

15. The process of developing population projections involves research, analysis, consultation and computation. Analysis of demographic trends, research into the determinants of population growth and consultation with Government and academic institutions at both national and State levels are necessary to formulate the various assumptions and to ensure their general relevance for the projection period.

16. For fertility three alternative assumptions were selected and for overseas migration and interstate migration two alternative assumptions were selected. Only one assumption has been used for mortality.

17. There are many techniques which may be used for population projections, ranging from simple extrapolations through broad economic, social and time-series analysis to detailed component methods. The choice of technique is largely dependent on the resources at hand and the availability of reliable data.

18. The ABS uses the cohort-component method which begins with a base population for each sex by single years of age and advances it year by year by applying assumptions regarding future mortality and migration. Assumed age-specific fertility rates are applied to the female populations of child-bearing ages to provide the new cohort of births. This procedure is repeated for each year in the projection period for each State and Territory and for Australia. The resulting population projections for each year for the States and Territories, by sex and single years of age, are adjusted to sum to the Australian results.

19. The assumptions pertaining to each component of population change and the time period to which they apply for the 1993-2041 series are as follows:

**Mortality.** 1990-92 mortality rates decline to the year 2000 according to short-term rates of decline and from 2001 to 2041 according to long-term rates of decline.

**Fertility I.** The total fertility rate for 1993 of 1.88 children per woman remains unchanged.

**Fertility II.** The total fertility rate rises from 1.92 children per woman in 1993 to 2.10 in the year 2002, after which it remains unchanged.

**Fertility III.** The total fertility rate declines from 1.88 children per woman in 1993 to 1.70 in the year 2002, after which it remains unchanged.

**Interstate migration I.** 'Large' net gains and losses for most States and Territories, commensurate with annual net gains of 28,000 for Queensland and 4,000 for Western Australia. After a transitional period from 1993 to 1997 annual net gains and losses remain unchanged.

**Interstate migration II.** 'Small' net gains and losses for most States and Territories commensurate with annual net gains of 20,000 for Queensland and 2,000 for Western Australia. After a transitional period from 1993 to the year 2001 annual net gains and losses remain unchanged.

**Overseas migration I.** Annual net migration gain rising from 40,000 in 1993-94 to 70,000 in 1999-2000 and then remaining unchanged.

**Overseas migration II.** Annual net migration gain rising from 40,000 in 1993-94 to 100,000 in 2000-01 and then remaining unchanged.

20. Selected combinations of the various assumptions have been made to generate eight series of projections for the States and Territories. These are identified as Series A to H, of which series A to D are shown below. Corresponding projections for Australia as a whole have been generated using the same combinations, but because of repetition of the interstate migration assumption, these combinations are identical for Series A and B, Series D and F, and Series G and H. There are therefore only five different series for Australia as a whole. These are A (or B), C, D (or F), E and G (or H).

21. This publication contains the results of Series A, B, C and D only. Series E, F, G and H, although not published, are available on request.

A	Mortality
	(M) Fertility I
	(L) Overseas migration I
	(H) Interstate migration I
B	Mortality
	(M) Fertility I
	(L) Overseas migration I
	(L) Interstate migration II
C	Mortality
	(H) Fertility II
	(L) Overseas migration I
	(H) Interstate migration I
D	Mortality
	(M) Fertility I
	(H) Overseas migration II
	(H) Interstate migration I

Note — (L): Low level  
(M): Medium level  
(H): High level

22. The base population for this series of projections is the estimated resident population at 30 June 1993.

### **Labour Force Projections, Australia, 1995–2011 (6260.0)**

23. This publication contains projections of the labour force and participation rates for Australia for the period 1995–2011. The projections are not intended to be predictions or forecasts but are illustrations of growth and change in the age-sex structure of the labour force if certain stated demographic, social and economic assumptions apply over the projection period.

24. Two sets of labour force projections are presented, by age and sex, employing the assumptions embodied in Series A and D of the current ABS population projections.

### **Overseas Arrivals and Departures (3404.0)**

25. Persons arriving in or departing from Australia are required to complete prescribed questionnaires in the form of Incoming and Outgoing Passenger cards. These cards serve as the source of statistics of overseas arrivals and departures.

26. Overseas arrival and departure statistics are derived from a combination of full enumeration and sampling. All permanent movements and all movements with a duration of stay of one year or more are fully enumerated. All movements with a duration of stay of less than one year are sampled. Statistics relating to these movements are therefore estimates which may differ from statistics which would have been obtained if details of all these movements had been processed. Further information on this topic can be obtained from the publication *Overseas Arrivals and Departures* (3404.0).

### **Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)**

27. For technical details see paragraph 39 below.

### **Labour Force Status and Educational Attainment, Australia (6235.0)**

28. For technical details see paragraph 45 below.

### **Participation in Education, Australia (6272.0)**

29. Information presented in this publication relates to current attendance of persons aged 15 to 24 years at an educational institution. Data include type of institution attending, level of course of study, whether studying full time or part time and type of school attending or last attended. The scope of this survey is the same as that of the Monthly Labour Force Survey except that it excludes persons aged 25 years and over, the institutionalised and persons permanently unable to work. Similar data have been collected in an annual supplementary survey since 1988 — prior to 1991, the publication was titled *Labour Force Status and Educational Attendance, Australia* (6272.0).

### **Labour Force Status and Other Characteristics of Families, Australia (6224.0)**

30. For technical details see paragraphs 46 and 47 below.

## **CHAPTER 2—LABOUR FORCE**

## **CHAPTER 3—EMPLOYMENT AND UNDEREMPLOYMENT**

## **CHAPTER 4—UNEMPLOYMENT**

## **CHAPTER 5—PERSONS NOT IN THE LABOUR FORCE**

31. Data pertaining to the labour force characteristics of the population as shown in Chapters 2 to 5 were obtained mainly from the ABS household surveys, especially the Labour Force Survey and the various supplementary surveys. Data pertaining to employed wage and salary earners and job vacancies are obtained from employer-based surveys.

### **The Labour Force, Australia (6203.0)**

32. The Labour Force Survey is based on a multi-stage area sample of private dwellings (currently about 29,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covers about one-half of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by specially trained interviewers. The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the reference week).

33. The Labour Force Survey includes all persons aged 15 and over except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia; and
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia.

34. The labour force category to which a person is assigned depends on the *actual activity* undertaken during the reference period (i.e. whether working, looking for work, etc.).

35. From April 1986, the definition of employed persons was changed to include persons who worked without pay between 1 and 14 hours per week in a family business or on a farm (i.e. unpaid family helpers). Previously, such persons who worked 1 to 14 hours, or had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work. In this issue, estimates for months prior to April 1986 are on the old basis, and estimates for April 1986 and later months are based on the new definition. For further information, see paragraphs 36 and 37 of the Explanatory Notes in the February 1987 issue of *The Labour Force, Australia* (6203.0).



36. Survey estimates are not revised for the usually small amendments of population benchmarks arising from new data on deaths and overseas and internal migration. Revisions are made, however, after each Census of Population and Housing, and when population estimation bases are reviewed. These revisions affect original, seasonally adjusted and trend estimates. From February 1994, Labour Force Survey estimates are based on population estimates obtained from the 1991 Census of Population and Housing. Small revisions have been made to many of the historical estimates from January 1989 to January 1994.

37. Estimates from January 1984 to December 1988 are based on 1986 Census of Population and Housing population benchmarks. Estimates from February 1978 to December 1983 are based on 1981 census benchmarks and estimates prior to February 1978 are based on 1976 Census of Population and Housing benchmarks.

38. Following the change in official population estimates to a place of usual residence basis after the 1981 Census, the population benchmarks used in the estimation of labour force survey data are compiled according to place of usual residence. To coordinate with the new benchmarks, the labour force survey questionnaire was changed in October 1982 to enable identification of each respondent's place of usual residence. The estimates from October 1982 in this publication are wholly according to place of residence. Prior to October 1982, the estimates are based on a combination of place of enumeration and place of residence.

#### **Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)**

39. All surveys prior to September 1990 were run in March. The estimates for this survey are not strictly comparable with those obtained from previous surveys. The scope of the surveys run prior to September 1990 included persons who arrived in Australia after 1960. In September 1990 and September 1993 the survey was restricted to persons who arrived in Australia after 1970. Historical estimates contained in this publication have been revised to enable comparisons of estimates from this survey to be made with those surveys conducted prior to September 1990.

#### **Labour Force Experience, Australia (6206.0)**

40. Data presented in this publication relate to the labour force experience of the civilian population aged 15 to 69 years during a given 12 month period. Information collected includes length of time people were working, looking for work or not in the labour force, the number of spells during which they were looking for work and other aspects of labour force experience. Similar data have been collected in a supplementary survey in most years since 1972.

41. It is impracticable to obtain information, relating to a 12 month reference period, which is strictly comparable with that obtained in the labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions

asked about a person's labour force activity during the reference period. For the survey of labour force experience, a person is assigned to a labour force category for each of the weeks in the year on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the Monthly Labour Force Survey.

#### **Career Experience, Australia (6254.0)**

42. Information presented in this publication relates to the career experiences of employees, including their career prospects and expectations. Changes in their work with their current employer are outlined including promotions and transfers, training opportunities and the introduction of new technology. Other information presented includes the length of time employees have been in their current position or worked with their current employer, whether they had taken an extended break from work and the reason for that break. For employees with children aged under 12 years, this publication gives details of the age of youngest child and the type of childcare used for that child. This data was collected for the first time in 1993.

#### **Working Arrangements, Australia (6342.0)**

43. This topic provides information on characteristics of working arrangements of employees, including the flexibility of working arrangements and shift work. Details of hours worked, as well as use of flex time, rostered days off and overtime are also available. This topic also includes information on absences from work, the reasons for absences and the types of leave used. Other characteristics of employment, such as industry, occupation, full-time/part-time status, size of employer and weekly earnings are available, as well as data items relating to the use of child care.

#### **Transition from Education to Work, Australia (6227.0)**

44. Information presented in this publication relates to attendance of persons aged 15 to 64 years at an educational institution in both the previous and current year, their educational attainment and labour force status. The scope of this survey is the same as that of the Monthly Labour Force Survey except that it excludes persons aged 65 years and over, the institutionalised and persons permanently unable to work. Definitions of the principal labour force categories are the same as those for the labour force survey. Similar data have been collected in a supplementary survey in most years since 1964. The adoption of the *Australian Bureau of Statistics Classification of Qualifications (ABSCQ)* in May 1993 has led to major time series breaks with previously published data on attendance at an educational institution and educational attainment. For a detailed explanation refer to the May 1993 issue of *Transition from Education to Work, Australia* (6227.0).

#### **Labour Force Status and Educational Attainment, Australia (6235.0)**

45. Data presented in this publication relate to the highest educational qualifications attained by the civilian population. The scope of this survey is the same as that

of the Monthly Labour Force Survey except that it excludes persons aged 70 years and over, the institutionalised and visitors to private dwellings. Information relating to the educational attainment of persons in the labour force has been collected in an annual supplementary survey since 1979. For persons with post-school qualifications the information sought included field of study and year and country in which their highest qualification was obtained, and for those who did not complete their schooling it included the age at which they left school.

#### **Labour Force Status and Other Characteristics of Families, Australia (6224.0)**

46. Information presented in this publication relates to the labour force status of family members, their relationship to the family head and family composition.

47. Information about families in this survey was restricted to usual residents of private dwellings. In cases where it was not possible to obtain information relating to all family members (e.g. if a person was a member of the permanent defence forces and therefore excluded from the scope of the survey) the entire family was excluded.

#### **Persons Who Had Re-entered the Labour Force, Australia (6264.0)**

48. Information presented in this publication relates to characteristics of persons who had re-entered the labour force in the previous 12 months after a period of at least 12 months out of the labour force and who had worked continuously for at least 12 months at some earlier time. Details of previous job, reason left previous job and time since previous job are given.

49. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the Monthly Labour Force Survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Had Re-entered the Labour Force a person is assigned to labour force categories at various points in time on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

#### **Persons Who Have Left the Labour Force, Australia (6267.0)**

50. Information presented in this publication relates to characteristics of persons who were out of the labour force at the time of the survey and who had left the labour force during the previous 12 months. Data include whether intended to return to the labour force, time since last left the labour force and main source of income.

51. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the Monthly Labour Force Survey (for which the refer-

ence period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Have Left the Labour Force a person is assigned to a labour force category on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

#### **Retirement and Retirement Intentions, Australia (6238.0)**

52. Information presented in this publication relates to persons aged 45 years and over who had retired or intend to retire from full-time work. Persons who had retired were asked about their age at retirement; retirement scheme membership and type of payment derived from such schemes; housing arrangements; and main source of income at retirement. Those persons who had not yet retired were asked whether they intended to retire from full-time work and, if so, were asked about their intended age at retirement; retirement scheme membership and type of payment expected from these schemes; current and expected housing arrangements; expected main source of income; and expected form of disbursement for any lump sum received at retirement.

#### **Employed Wage and Salary Earners, Australia (6248.0)**

53. This publication contains results of the quarterly Survey of Employment and Earnings which was introduced in the September quarter 1983. The survey is designed to obtain, from employer units, information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the civilian employees series, based principally on information obtained from payroll tax returns, which was discontinued after April 1980.

54. Background information on the reasons for the introduction of the new survey is provided in *Information Paper: Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. Further information on the differences in concepts, methodology and coverage of the old and new employment series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

55. The survey is conducted by mail each quarter with data collected on monthly number of employees and quarterly earnings. For the first and last month of each quarter, only the total number of persons is collected; for the mid-month of each quarter, details of males and females, full-time and part-time are collected. All wage and salary earners who received pay in any pay period ending within the quarter were represented in the survey except:

- (a) members of the Australian permanent defence forces;

- (b) employees of enterprises in the private sector primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

56. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

57. For the *private sector*, a sample of approximately 7,500 private employer units was selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State, industry and size of employment and a simple random sample was selected for each stratum.

58. From the September Quarter 1988, public sector sampling was introduced, which reduced the number of public sector statistical units from a complete enumeration of approximately 4,000 to a sample of 2,500.

59. To derive estimates for *employer size groups*, each of the approximately 7,500 statistical units (see paragraph 57) selected in the private sector is allocated a size classification based on the number of employees actually reported for the middle month of the quarter. This size classification reflects the employment size of an enterprise in a particular State or Territory and not the employment size of an enterprise Australia-wide. Over a period, the composition of these size categories will vary as units migrate from one size group to another. This will have some effect on changes over time in the distribution of employment by size of enterprise.

60. While estimates of employed wage and salary earners are published for each month of the quarter, the survey is conducted quarterly and the sample of employer units is updated each quarter to reflect changes in the ABS register of business units from which the sample is selected. These changes arise from the emergence of new busi-

nesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to sudden changes to the estimates of employed wage and salary earners, and earnings.

#### **Measuring Employment and Unemployment (6279.0)**

61. This publication contains information about the Monthly Labour Force Survey and provides a discussion of the Australian Labour Force framework. The publication also addresses the following issues relating to the measurement of employment and unemployment; the reliability of CES registrations as a measure of unemployment; the use of data on the number of persons receiving a Jobsearch/Newstart Allowance as a measure of unemployment; the labour force status of unpaid workers; the 'one hour criterion' as the basis for measuring employment; the effects of sample size on the accuracy of estimates; and the labour force status of students.

#### **Labour Mobility, Australia (6209.0)**

62. Information presented in this publication relates to the mobility of the civilian population aged 15 to 69 years with respect to duration of current job, number of jobs held and other information during a 12-month period. Similar data have been collected in a supplementary survey in most years from 1972 to 1992. From 1992 the survey will be conducted every two years.

#### **Multiple Job Holding, Australia (6216.0)**

63. Information presented in this publication relates to the nature and extent of multiple job holding. Similar data have been collected in a supplementary survey two-yearly since 1965 and four-yearly since 1987.

#### **Career Paths of Persons with Trade Qualifications, Australia (6243.0)**

64. This publication presents results from the survey of Career Paths of Persons with Trade Qualifications conducted throughout Australia during the months March, April, June and July 1989. Information collected includes frequency of use of trade skills, trade qualification details, and career paths (i.e. time in trade, reason left trade, field of trade, breaks from trade, etc.).

65. The survey covered both rural and urban areas in all States and Territories and included all persons aged 15 to 64 years except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia;
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia;
- (e) persons who were permanently unable to work;

(f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of gaols, reformatories, etc.; and

(g) persons aged 15 to 20 years still at school.

66. The survey was conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents to the Labour Force Survey were asked some additional questions by trained interviewers.

67. These questions were asked on an 'any responsible adult' basis to identify the target population. This effectively resulted in a sample equal in size to half a normal monthly population survey sample (about 15,500 houses, flats, etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

68. The estimates refer to information collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

69. Results of a similar survey of tradespersons were published in *Career Paths of Persons with Trade Qualifications, Australia, September to November 1982* (6243.0). Due to considerable change in scope, collection methodology and content, care should be taken in any comparisons with the survey conducted in September to November 1982.

70. Unless otherwise stated, all characteristics referenced relate to the week before the interview and, if job related, refer to main job.

#### **Underemployed Workers, Australia (6265.0)**

71. Information presented in this publication relates to characteristics of underemployed workers, including type and duration of current period of underemployment, educational attainment and preferred number of extra hours.

72. The Resolution of the International Labour Organisation (ILO) Thirteenth International Conference of Labour Statisticians in October 1982 defined underemployment as follows:

'Underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment, account being taken of his or her occupational skill.'

73. The ILO recommended that statistical measurement be limited to visible underemployment. Visible underemployment reflects an insufficiency in the volume of employment (ie. the hours worked). This is the approach adopted in this supplementary survey.

74. The term 'underemployment' has been used by the ABS for many years. It relates to persons working part-time who prefer to work more hours, plus full-time workers who did not work full-time hours in the reference week for economic reasons.

#### **Employment, Underemployment and Unemployment, Australia (6246.0)**

75. This publication analyses the trends in employment, underemployment, unemployment and marginal attachment to the labour force over the period 1966 to 1983.

76. The sources of data for tables and charts included in this publication are the ABS labour force surveys. References include *The Labour Force, Australia* (6203.0), *Labour Force Status and Other Characteristics of Families, Australia* (6224.0), *Job Search Experience of Unemployed Persons, Australia* (6222.0), *Labour Force Status and Educational Attainment, Australia* (6235.0) and *Persons Not in the Labour Force, Australia* (6220.0). A comprehensive explanation of survey concepts and definitions may be found in the relevant paragraphs of this Technical Note and in the Glossary.

#### **Superannuation, Australia (6319.0)**

77. Information presented in this publication relates to the superannuation arrangements of persons aged between 15 and 74. Demographic and employment characteristics are available, together with details relating to superannuation including expected main source of income after retirement, weekly contributions to superannuation and intended disbursement of lump sum payment.

78. For employees, additional data items include sector, whether permanent or casual and usual gross weekly pay. For people not covered by superannuation (who were previously covered) data available include reason not contributing personally to a superannuation scheme, time in previous scheme and amount of lump sum payment (if received within the past 2 years).

79. Similar surveys have been conducted in 1974, 1982, 1988, 1991 and 1993. Due to considerable changes in scope, collection methodology and content, care should be taken in making comparisons of the 1991 and 1993 surveys with surveys prior to 1988.

#### **Job Search Experience of Unemployed Persons, Australia (6222.0)**

80. Information presented in this publication relates to characteristics of unemployed persons including difficulties in finding work, steps taken to find work, past employment experience, whether they had had offers of employment and their educational attainment.

#### **Successful and Unsuccessful Job Search Experience, Australia (6245.0)**

81. Information presented in this publication relates to persons who had started a job for wages or salary during the previous 12 months, method of job attainment, whether they were out of work prior to starting a job and details of the job. For persons who had looked for a job for wages or salary but had not started one, this publication gives details of their job search experience and the type of job they were looking for.

**Job Vacancies, Australia (6231.0) (to May 1989)**  
**Job Vacancies and Overtime, Australia (6354.0)**  
**(from August 1989)**

82. Information presented in this publication refers to vacancies in private and public sectors. The information is obtained from a sample survey of employers conducted on a quarterly basis.

83. All vacancies for wage and salary earners are represented in the survey except those:

- (a) in the Australian permanent defence forces;
- (b) in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) in private households employing staff;
- (d) in overseas embassies, consulates, etc.; and
- (e) located outside Australia.

84. A sample of approximately 5,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

**Persons Not in the Labour Force, Australia (6220.0)**

85. Information presented in this publication relates to the labour force aspirations, availability for work and reasons for not seeking employment of persons aged 15 to 69 who were not in the labour force. Similar data have been collected in supplementary surveys since 1975.

86. The criteria determining those in the labour force are based on actual activity (i.e. working or looking for work) during the survey week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work, reasons for not actively looking for work and availability to start work, are more subjective and are not based on respondents' actual activity. Hence, the measurement of these criteria is affected by the respondents' own interpretation of the concepts used. An individual respondent's interpretation is affected by such factors as the respondent's work aspirations, as well as family, economic and other commitments.

**CHAPTER 6—AWARD RATES, EARNINGS, LABOUR COSTS AND EMPLOYMENT BENEFITS**

87. Data pertaining to earnings and wages have been obtained from a number of sources. Information on the

distribution of weekly earnings of wage and salary earners is a product of the ABS population survey. Details on average weekly earnings are obtained from regular surveys of employers. Indexes of award rates of pay are derived from information provided in industrial awards, determinations and agreements.

**Award Rates of Pay Indexes, Australia (6312.0)**

88. Information presented in this publication refers to index numbers of weighted average weekly and hourly award rates of pay for full-time adult employees, classified by sex, State, industry and occupation group.

89. The Award Rates of Pay Indexes are produced monthly and are designed, like other indexes, to depict movements. They measure general trends in award rates of pay.

90. The current series of Award Rates of Pay Indexes have been compiled on a monthly basis from June 1985. The indexes are constructed by weighting award rates of pay for selected award classifications according to the pattern of employment existing in May 1985. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The survey collected information on the industry and occupation of individual employees, on the award under which they are covered and on their award classification.

91. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial relations authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are significant in the particular industries to which they refer.

92. Payments and conditions of employment specified under enterprise bargaining awards and agreements established since October 1991 are generally excluded from the compilation of these indexes. Thus, the indexes exclude any awards coming into effect since May 1985, except where an old award has been completely superseded by a new award or agreement. Similarly, as at 1 March 1993 all Victorian State awards ceased to exist and changes from this source will not be reflected in the indexes unless an expired award is superseded by a new award.

93. As a result of the December 1993 National Wage Case, the \$8.00 pay rise will be included for *all* employees covered by awards whose application for a wage rise is ratified by the appropriate State or Federal arbitral authorities. This includes all employees formerly covered by Victorian State awards as well as all employees covered by awards but involved in the enterprise bargaining process. The current index methodology does not allow these employees to be excluded. Consequently these awards will be varied using the existing weights i.e. total employment levels as at May 1985.

**Average Weekly Earnings, States and Australia (6302.0)**

94. The Survey of Average Weekly Earnings is designed to obtain, from employers, information on earnings in-

spect of a specified payweek each quarter. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request. A summary of the main differences in concepts, methods and coverage of the old and new earnings series is given in a further publication, *Information Paper: Average Weekly Earnings — New Series to Replace Former Payroll Tax Based Series* (6336.0) issued on 24 March 1982.

95. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

96. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

97. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter.

#### **Average Weekly Earnings, Australia 1941-1990 (6350.0)**

98. This publication provides a historical series of Average Weekly Earnings (AWE) for Australia. A number of separate series have been linked together to form the series presented in this publication, in order to provide estimates of movements over time (1941-1990) in AWE. Links have not been able to be made for all series back to the same period of time. However, for key data such as average weekly total earnings for males, links have been established to provide data back to September quarter 1941. A comparison of annual percentage changes in average weekly total earnings and the Consumer Price Index for the period 1942-43 to 1989-90 is also included.

99. Comprehensive notes on the history and methodologies used by the ABS to collect and compile average weekly earnings estimates are presented as background to the data. Information about the method of linking different earnings series is also included.

#### **Consumer Price Index, Australia (6401.0)**

100. The Consumer Price Index (CPI) measures quarterly changes in the price of a 'basket' of goods and services which account for a high proportion of expenditures by metropolitan wage and salary earner households.

101. The results of the latest major review of the CPI were incorporated in the twelfth CPI series introduced in the September quarter 1992 issue of 6401.0. Details of the review are contained in the *ABS Information Paper: The Australian Consumer Price Index, 12 Series Review* (6450.0).

102. Further information about the CPI is contained in a booklet entitled *A Guide to the Consumer Price Index* (6440.0) and in the publication *The Australian Consumer Price Index: Concepts, Sources and Methods* (6461.0).

#### **Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)**

103. Information presented in this publication relates to a sample survey of employers, the Survey of Employee Earnings and Hours, conducted annually in May. The survey is designed to provide statistics on the distribution of employees according to average weekly earnings and hours, and on the composition of average weekly earnings and hours for various categories of employees and occupations by sex, industry, State, sector (private/government), and size of firm.

104. The 1993 survey was based on a sample of approximately 9,500 employers who in turn randomly selected employees in accordance with instructions supplied by the ABS. Data for 75,000 employees were obtained in the survey.

105. Occupation is classified according to the Australian Standard Classification of Occupations (ASCO), based on the title and description of the employee's job. Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees. Status is determined and reported by the employer without reference to ASCO classifications.

106. Care should be taken when comparing the results of this survey with the quarterly Survey of Average Weekly Earnings. While the scope of the two surveys is the same, a different sample design and survey methodology is used. The Employee Earnings and Hours Survey is the preferred source of data when undertaking detailed analysis by industry and/or occupation, as the size of its sample is much larger than that for the Average Weekly Earnings Survey.

### **Weekly Earnings of Employees (Distribution), Australia (6310.0)**

107. In recent years supplementary surveys based on the population survey have been conducted throughout Australia every August to obtain information about the weekly earnings of wage and salary earners. Although similar data are available from other sources, e.g. surveys of employees, the essential cross classificatory data collected in this survey from persons interviewed at their dwelling can only be obtained from this source. This survey is a primary source for information on the distribution of earnings. For the sake of brevity in the survey data, wage and salary earners are referred to as employees.

### **Labour Costs, Australia (6348.0)**

108. This publication contains results of the Survey of Major Labour Costs and the 5-yearly supplementary Survey of Wage Costs. Information is collected on labour costs incurred by both public and private sector employers in the reference year.

109. The survey of Major Labour Costs covers only the components: gross wages and salaries; severance, termination and redundancy payments; payroll tax payments; workers' compensation; superannuation; fringe benefits; and fringe benefits tax, which are estimated to represent over 90 per cent of all labour costs.

110. The survey of Wage Costs, run for the second time in 1991-92, provided supplementary data to labour costs information collected in the Survey of Major Labour Costs. Specifically, the survey collected information to enable gross wages and salaries to be broken down by payments for time worked, and other payments e.g. leave and public holidays, and bonuses and gratuities. From this information estimates of employer 'on-costs' were made.

### **Employment Benefits, Australia (6334.0)**

111. In association with the August Labour Force Survey, information is obtained on a range of employment benefits provided by employers to employees (wage and salary earners). These data were first collected in 1979, and have been collected annually from 1983 to 1992 and two-yearly thereafter. Core benefits (sick, annual, long-service leave and superannuation) are collected annually.

112. The mere availability of, or entitlement to a benefit (as defined) was not sufficient reason for its inclusion in the tables in this publication; with the exception of leave entitlements, only those benefits which were used or taken up were counted.

## **CHAPTER 7—HOURS OF WORK**

113. Data pertaining to hours worked have been obtained from the ABS population survey system, which is discussed earlier in this Technical Note. Data on overtime hours worked are a product of the ABS sample survey of employees.

### **The Labour Force, Australia (6203.0)**

114. For technical details see paragraphs 32 to 38 above.

### **Overtime, Australia (6330.0) (to May 1989) Job Vacancies and Overtime, Australia (6354.0) (from August 1989) (See also paragraphs 82 to 84.)**

115. The ABS conducts a quarterly survey of employers to obtain information about overtime hours paid for and the number of people who received pay for overtime during a specified survey week. The survey is conducted in respect of the last week of the pay period ending on, or before the third Friday of the survey month.

## **CHAPTER 8—INDUSTRIAL RELATIONS**

### **Industrial Disputes, Australia (6322.0)**

116. The ABS publishes a time series of annual statistics (and monthly statistics in *Industrial Disputes, Australia* (6321.0)) on industrial disputes covering the number of industrial disputes, employees involved, working days lost and working days lost per thousand employees. These are classified by State, industry, duration, cause and method of settlement. The statistics are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred.

117. The basis for the calculation of the number of disputes has been changed twice in recent years to conform with International Labour Office guidelines. For data prior to 1985, the number of disputes was calculated so that where the causes of several disputes were the same (e.g. national wage case disputes) the disputes were counted as one dispute in each State or Territory in which they occurred, irrespective of whether they were directed or organised by one person or organisation.

118. From January 1985 a dispute affecting several establishments is counted as a single dispute only if it is organised or directed by one person or organisation within one industry/State or Territory in which it occurs. Otherwise it is counted as a separate dispute at each establishment and in each industry in which it occurs.

119. The ABS changed the method of counting disputes which affected more than one industry (e.g. general strikes) from September 1991. From this date, a dispute affecting more than one industry and/or State is counted once in each industry and/or State, and once at the broader industry and Australia level.

120. The calculation of working days lost per 1,000 employees for the period 1975 to 1979 was based on numbers of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980, estimates from 1980 have been calculated by using estimates of employees from *The Labour Force, Australia* (6203.0). In January 1987 the basis for calculation of working days lost per thousand employees was changed to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households obtained from the Labour Force Survey. The estimates have been recalculated on this basis



back to June 1984. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

121. Further information about the industrial relations system in Australia and a framework for classifying disputes can be found in *A Guide to Labour Statistics* (6102.0).

#### **Trade Union Members, Australia (6325.0)**

122. In association with the August Labour Force Survey, information is obtained about the membership of trade unions and employee associations. The topic aims to provide details of social and demographic characteristics of union members and non-members. Similar surveys were previously conducted in November 1976, during the period March to May 1982, and in August 1986, 1988, 1990 and 1992.

123. Although some persons may be union members in their second job only, this survey collected characteristics only of respondents who were trade union members in connection with their main job. (See paragraph 128 below).

#### **Trade Union Statistics, Australia (6323.0)**

124. The figures presented in this publication have been compiled from questionnaires completed by individual trade unions in respect of their membership as at 30 June from 1985 onwards and as at 31 December in previous years.

125. From 30 June 1985, the proportion of employees has been calculated from estimates of employees from the Survey of Employment and Earnings published in *Employed Wage and Salary Earners, Australia* (6248.0). These estimates of employees have been adjusted by adding estimates of employees in agriculture, forestry, fishing and hunting and in private households employing staff, from the Labour Force Survey. Prior to 30 June 1985, estimates of employees from *The Labour Force, Australia* (6203.0) have been used.

126. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners, and the degree of unemployment of reported union members will affect the percentages for a particular year and comparisons over time.

127. The published number of reporting trade unions varies from year to year as a result of amalgamations and mergers of unions, unions ceasing to operate, new unions being formed, existing organisations changing their status such that it brings them within the scope of the definition of a trade union and existing unions reporting for the first time.

#### **Comparison between Trade Union Members, Australia (6325.0) and Trade Union Statistics, Australia (6323.0)**

128. Statistics on trade union membership obtained from a supplementary survey to the Labour Force Survey are published biennially in *Trade Union Members, Australia* (6325.0). The estimates in that publication are lower than those in *Trade Union Statistics, Australia* (6323.0) for a number of reasons, including the following:

- (i) estimates in the Trade Union Members publication relate only to trade union membership in the respondent's main job; a person who was a member of a trade union only by virtue of holding a second job was excluded;
- (ii) they relate only to trade union membership in one job, whereas a person who had recently changed jobs could be registered as a member of more than one union in the Trade Union Census;
- (iii) the estimates relate only to persons who were employees in their main job in the reference week. Other persons (e.g. unemployed and those not in the labour force) are excluded even though they may have retained union membership in respect of some earlier employment;
- (iv) some persons may elect to belong to more than one union, but would be counted only once in the supplementary survey; and
- (v) some unions may encounter difficulties in maintaining up-to-date registers of members. Numbers reported in the Trade Union Census may therefore include persons who are no longer members.

#### **Award Coverage, Australia (6315.0) (Previously: Incidence of Awards)**

129. This publication contains details of the award coverage of employees obtained as part of a sample survey which was conducted in May 1990. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

130. The information contained in this publication is based on responses to a question in the survey which asked if employees were covered by an award, determination, or collective agreement, and is cross-classified by other data items obtained from the survey.

131. Previous award coverage surveys were conducted in April 1954, May 1963, May 1968, May 1974, May 1983 and May 1985. As a result of the substantially improved coverage of employees provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those from surveys conducted between 1974 and 1981.



132. The publication includes details of the percentage of male and female employees covered by awards, etc. classified by industry, occupation, State or Territory and type of awards; and number of employees covered by selected major awards. The employee category is also dissected into managerial, non-managerial, full-time, part-time, juniors, etc.

## CHAPTER 9 — TRAINING

### Employer Training Expenditure, Australia (6353.0)

133. This publication contains results of the 1993 *Training Expenditure Survey* (TES). The survey collected information on employers' expenditure in providing formal training for their employees during the period 1 July to 30 September 1993 (September quarter).

134. Training expenditure included wages and salaries and other expenditure on formal training. The estimates of expenditure on training are expressed primarily as percentages of the employers' total gross wages and salaries expenditure for the September quarter. In addition, statistics are presented as expenditure in dollars or hours per employee and expenditure per training hour.

135. The survey covered employers in all States and Territories and all industries except for employers primarily engaged in agriculture, forestry, fishing and hunting; private households employing staff; overseas embassies, consulates, etc.; and the Australian permanent defence forces.

136. A sample of approximately 6,000 employers was selected from the ABS register of businesses for the 1993 and 1990 TES. The sample for the 1989 survey was 2,000 employers. The samples were stratified by sector, detailed industry and employer size, and were optimally allocated to ensure adequate representation in each of these areas. In order to achieve some comparability between the 1990 and 1993 results, approximately 42 per cent of employers were common to both surveys.

137. The surveys were designed to produce accurate estimates of total training expenditure at the national level and to produce accurate detailed industry results.

138. The statistical unit for the survey comprised all activities of a management unit in a particular State or Territory. Each statistical unit was classified to an industry which reflected the predominant activity of the management unit in the State or Territory. In the case where a management unit had a significant number of employees in more than one industry, a separate statistical unit was created for each industry.

139. The statistical units are referred to as employers for this collection.

140. The survey collected data on employers' formal training expenditure. Formal training is defined as training activities which have a structured plan and format designed to develop employment related skills and competencies.

141. Despite the importance of informal training in improving job skills, informal training has been excluded from the scope of the survey because of the considerable difficulties associated with its measurement. However, if on-the-job training is structured and so fits the definition of formal training, it is included in the survey.

142. The TES collected data on gross wages and salaries for employees' time receiving and providing formal training, the number of hours receiving training, fees and other training expenditure. The total number of employees, the number of males and females, full-time permanent, part-time permanent and casual employees and the gross wages and salaries for all employees were also collected. In addition, the number of apprentices, Australian Traineeship System employees, management trainees, professional and specialist trainees and other trainees were collected.

143. The survey covered all expenses incurred by employers in training their own employees. The survey excluded the cost of training volunteers, customers or dealers etc. since they are not defined as employees.

144. The survey collected direct costs associated with training time. It excluded the replacement costs of employees on training courses. For example, if a bank teller undertook a training course and his/her normal work was done by a replacement teller, then the training cost collected in the survey was the bank teller's gross wages and salary for the time attending the training course. The cost for the replacement teller was excluded. The survey excluded training undertaken outside normal working hours at no expense to the employer.

145. Data in the survey were recorded on a cash basis. Annual fees (such as enrolment fees for educational institutions) were only included if they were paid during the September quarter. Fees were not apportioned.

146. A three month reference period was used for the survey, in preference to a full year reference period, in order to minimise the inconvenience of the survey to respondents, to enable high quality data to be reported, and to satisfy the demand for timely results.

147. It was recognised that in adopting the September quarter as the three month reference period, seasonal influences may affect the results since the chosen period may not have been a typical period for all employers training in 1993. In developing the TES, investigation of the representativeness of the September quarter was undertaken. This was also targeted during analysis of the 1989 and 1990 surveys and it was found that the September quarter was representative of other quarters.

148. Employers were notified of their selection prior to the commencement of the survey reference period to ensure that they could provide accurate data. They were provided with a Guide containing: an example of the questionnaire; explanations of the concepts and definitions; and some worksheets to assist in the recording of data during the reference period. ABS officers discussed

the requirements of the survey in detail with many employers to assist them in preparing for the survey.

#### **Training and Education Experience, (6278.0)**

149. This publication presents results from the Survey of Training and Education, conducted throughout Australia during April and May 1993. The survey obtained information on training and education undertaken by persons during the preceding 12 months. Information collected includes socio-demographic characteristics (such as sex, age, earnings and educational attainment), work history details (such as occupation, industry and job tenure), recent study for educational qualifications, and details of training courses attended (such as time spent on, and employer support for, training courses).

150. The survey was conducted in both rural and urban areas in all States and Territories and covered both private and 'special' dwellings. Private dwellings are houses, flats, home units, and any other structures used as private places of residence at the time of the survey. Special dwellings are hotels, motels, hostels, hospitals, caravan parks, etc.

151. The survey included all persons aged 15 to 64 years who had worked as wage or salary earners ('employees') in the last 12 months as well as those who, at the time of the survey, were employees, employers, self-employed, unemployed or marginally attached to the labour force, except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia;
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia;
- (e) persons who were permanently unable to work;
- (f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of gaols, reformatories, etc.;
- (g) persons aged 15 to 20 years still at school; and
- (h) those working as unpaid family helpers or solely for payment in kind *unless* they had also held a wage or salary job in the last 12 months.

152. Households were selected at random using a sample similar to that of the monthly population survey. The monthly population survey, which is described in *The Labour Force, Australia* (6203.0), comprises the monthly labour force and supplementary topics and is based on a multi-stage area sample of private dwellings (about 31,000 houses, flats, etc.) and a list sample of special dwelling units.

153. The Survey of Training and Education was conducted over six weeks, during April and May 1993, with an initial sample of around 18,600 dwellings. After allow-

ing for sample loss (e.g. household selected in the sample had no residents in scope for the survey, derelict buildings, buildings under construction, etc.), the effective sample was some 12,600 dwellings, yielding approximately 24,500 completed interviews for the survey.

154. Data was collected in personal interviews with trained interviewers. The target populations were identified early in the interview and were then asked detailed questions about their training and education experience.

155. Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview.

156. It should be noted that due to differences in scope, sample size, definitions and estimation methodology, there will be differences between estimates in this publication and estimates given in *The Labour Force, Australia* (6203.0) and publications from surveys conducted as supplements to the monthly labour force survey.

157. Also, note that while the Employer Training Expenditure survey and the Survey of Training and Education ask conceptually similar questions, differences in scope (businesses vs. individuals) and methodology (company records vs. personal interview) mean that comparisons between the two will require qualification.

158. Results of the previous survey were published in *How Workers Get Their Training, Australia, 1989* (6278.0). However, the 1993 Survey of Training and Education expands on the 1989 survey in terms of both scope and content. There were also changes in the educational classification used as well as some methodological changes between the two surveys. Therefore, care should be taken with any comparisons between the 1989 and 1993 surveys.

159. For a detailed explanation, refer to *Training and Education Experience, Australia, 1993* (6278.0).

#### **CHAPTER 10 — INTERNATIONAL COMPARISONS**

160. The statistics shown are collected under the ILO Labour Statistics Convention No. 160, 1985.

161. The standardised unemployment rates shown give the numbers of unemployed persons as a percentage of the total labour force. The definitions of unemployment and total labour force conform with the definitions adopted by the 13th Conference of Labour Statisticians, which are generally referred to as the *ILO Guidelines*.

#### **Australian Demographic Statistics (3101.0)**

162. For technical details see paragraphs 5 to 9 above.

#### **The Labour Force, Australia (6203.0)**

163. For technical details see paragraphs 32 to 38 above.

#### **Industrial Disputes (6322.0)**

164. For technical details see paragraphs 116 to 121 above.

## GLOSSARY

*Absence from work.* An absence from the workplace during normal working hours for more than 3 hours. An absence due to normal working arrangements, such as a rostered day off, time off on flex leave or time off in lieu is *not* included under this definition. Absences due to workers compensation are not included.

*Active steps taken to find work/Actively looking for work.* Includes writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

*Active steps taken to find work in preferred occupation/occupation being sought.* Steps taken during the twelve months up to the time of the survey. They comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

*Adults.* Employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior* employees are all other employees.

*Aggregate hours worked.* The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

*Annual leave (Labour Force Supplementary Surveys)* (also referred to as recreation leave, holiday leave, vacation leave). A period of paid absence from work for leisure or recreation purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.

*Annual leave (Survey of Wage Costs).* Unused leave paid on termination of employment is not included in the estimate but is included in the value of termination payments. For purposes of this survey time not worked due to school holidays was recorded as paid leave for teaching staff of educational institutions.

*Annual leave loading.* Payments made during the reference year for annual leave loading. Unused leave loading paid on termination of employment is not included in the estimate but is included in the value of termination payments.

*Apprentices.* Employed persons aged 15 to 34 years who indicate in the survey that they are apprentices.

*Attended/attending an educational institution.* Prior to May 1993 *attended* refers to persons who were enrolled in

a course of study at an educational institution at some time in the previous year and *attending* refers to persons who were enrolled in a course of study at an educational institution during the survey reference period. From May 1993, attendance estimates, in the survey reference period and in the previous year, exclude persons who are not/were not studying to gain an educational qualification and persons who are studying/studied for a qualification where the duration of the course of study is the equivalent of less than one full-time semester.

*Available to start within four weeks.* Those persons who were available to start work within four weeks or could start work if child care was available.

*Average hours of overtime per employee.* Calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

*Average hours of overtime per employee working overtime.* Calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

*Average hours worked.* Aggregate hours worked by a group divided by the number of persons in that group.

*Average (mean) duration of underemployment*—see 'duration of current period of underemployment'.

*Average (mean) duration of unemployment*—see 'duration of unemployment'.

*Average weekly earnings.* Average gross (before tax) earnings of employees do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

*Award pay or agreed base rate of pay.* Award pay or agreed rate of pay for ordinary time hours paid for. It includes payments from enterprise bargaining awards and agreements. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

*Award rates of pay.* The award rates of pay used in the compilation of the indexes include:

- (i) the base rate and any allowances or loadings that are applicable to *all* employees under a specific award classification (e.g. industry allowance); and
- (ii) supplementary payments when they are specified within the award.

They exclude:

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees; and
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

Payments negotiated under enterprise bargaining awards and agreements that were established since October 1991 are generally excluded.

*Birthplace.* From April 1991, statistics of birthplace derived from the Labour Force Survey are classified according to the *Australian Standard Classification of Countries for Social Statistics (ASCCSS)* (1269.0).

*Break from work.* A period of six months or more away from work since began working for current employer. Persons who had worked for their current employer for more than 10 years were only asked about breaks in the last 10 years.

*Casual employees.* Employees who were not entitled to holiday leave or sick leave in their main job.

*Category jumping.* Changing from one overseas migration category to another — see the Technical Notes.

*Ceased a job.* Persons who left or lost their last job.

*Certificate or diploma.* Completion of an approved certificate or diploma in secretarial or business studies, administration, teaching, nursing, etc.

*Collective agreements* (whether registered or unregistered). Agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial relations authority, whilst *unregistered collective agreements* are those not so registered.

*Commonwealth government employees.* Persons employed by all departments, agencies and authorities created by or reporting to the Commonwealth Parliament, including trading bodies such as banks, airlines and communications

bodies. Those bodies, run jointly by Commonwealth and State governments, are classified to Commonwealth.

*Country of last residence.* The country in which the person last lived.

*Courses.* Represent a planned series of learning experiences in a particular range of subject matter or skills, offered by a sponsoring agency and undertaken by one or more students. See entries for *Training courses*, *In-house training courses* and *External training courses*.

*Current employer.* The employer that the employee worked for in his or her current position.

*Current position.* The position in which the employee worked in the reference week. A position is defined as work for an employer with a particular set of duties and level of responsibility.

*Degree.* Includes a bachelor degree (including honours), and higher qualifications such as a graduate or post-graduate diploma, masters degree or a doctorate where the course entry requirement for such qualifications is usually the successful completion of a bachelor degree or an undergraduate diploma.

*Dependants.* All family members under 15 years of age; and all family members aged 15 to 19 attending school or aged 15 to 24 attending a tertiary educational institution full time, except those classified as husbands, wives, sole parents or other family heads.

*Discouraged jobseekers.* Persons with marginal attachment to the labour force who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered to be too young or too old by employers; difficulties with language or ethnic background; lacked the necessary schooling, training, skills or experience; no jobs in their locality or line of work; or no jobs at all.

*Duration of continuous period in the labour force before leaving.* The total number of weeks/years person worked and/or looked for work in an unbroken period immediately prior to leaving the labour force.

*Duration of current job.* The period between the commencement of the current job up to the week before interview.

*Duration of current period of underemployment.* The period from the time the person became underemployed to the end of the reference week. Periods of underemployment are recorded in full weeks and this results in a slight understatement of duration. *Average (mean) duration* is obtained by dividing the aggregate number of weeks a group has been underemployed by the number of persons in that group. *Median duration* is that which divides underemployed persons into two equal groups, one comprising persons whose duration of underemployment

is above the median and the other, persons whose duration is below it.

*Duration of last job.* The period between the commencement of the last job up to the week ceased working in that job.

*Duration of unemployment.* The period from the time the person began looking for work, or was stood down, to the end of the reference week. Thus the survey measures current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the period from the time the person last worked full time for two weeks or more to the end of the reference week. *Average (mean) duration* is the duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group. *Median duration* is the duration which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other, persons whose duration is below it.

*Dwelling.* Contains one or more households.

*Earnings* — see 'gross earnings'.

*Education participation rate.* Persons attending an educational institution in any group expressed as a percentage of the civilian population in the same group.

*Educational attainment.* Measures the highest qualification obtained by the respondent, classified according to the *Australian Bureau of Statistics Classification of Qualifications (ABSCQ)*. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

*Educational institution.* Any institution whose primary role is education. Included are schools, higher education institutions, TAFEs, public and private colleges, etc. A *tertiary institution* is any educational institution offering post-school courses. Excluded are institutions whose primary role is not education, for example hospitals.

*Employed persons.* Persons aged 15 and over who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the

end of the reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or

- (d) were employers, self-employed persons or unpaid family helpers who had a job, business or farm, but were not at work.

*Employed persons (Survey of Training and Education).* Persons aged 15 to 64 who, during the reference week:

- (a) worked for 1 hour or more for pay, profit or commission in a job, business, or farm (comprising employees, employers and self-employed persons); or
- (b) had a job but were not at work.

*Employed wage and salary earners (Survey of Employment and Earnings).* All employees who received pay for any part of the relevant pay period. All permanent, temporary, casual, managerial and executive employees are included. Part-time and casual employees who may have worked only a few hours during the reference period are included. Employees on paid leave and those employees on workers' compensation who continue to be paid through the employer's payroll are also included. Casual employees who work on an irregular basis and who were not paid during the relevant pay period and employees on leave without pay, on strike or stood down without pay for the whole of the pay period are excluded.

*Employee (Survey of Training and Education).* An employed person who, during the reference week, worked for an employer for wages or salary.

*Employees (Employer surveys).* Includes all wage and salary earners who received pay for the reference period except: members of the Australian permanent defence forces; employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting; employees in private households employing staff; employees of overseas embassies, consulates, etc.; employees based outside Australia; and employees on workers' compensation who are not paid through the payroll.

Also excluded are the following persons who are not regarded as employees for the purposes of the survey: directors who are not paid a salary; proprietors/partners of unincorporated businesses; and self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer. For employment statistics from the household based Labour Force Surveys see 'employed persons'.

*Employees covered by awards, etc.* Employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

*Employees involved in industrial disputes.* Includes employees directly and indirectly involved in disputes.

Employees indirectly involved are those who ceased work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute.

*Employees not covered by awards, etc.* Those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

*Employees' wages and salaries for time receiving training.* Gross wages and salaries for the number of hours spent by employees receiving formal training including paid travel time. Amounts paid to employees who commenced or terminated employment during the Training Expenditure Survey reference period are also included.

*Employer (Survey of Training and Education).* An employed person who, during the reference week, worked in his or her own business (including limited liability companies) with one or more employees.

*Employer support.* Multi response categories comprising 'Paid for study materials or fees', 'Provided paid study leave', 'Paid for accommodation or travel expenses' or 'Other support'.

*Employer units.* The enterprises or statistical units which make up the population from which the sample was drawn.

*Employment benefits.* Concessions, allowances or other privileges, received by or provided to employees in their main job in addition to wages or salary while the employees were working for their current employer. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages and salary, over-award payments, bonuses or payments in lieu of leave. Not all benefits came directly from the current employer but were received by or provided to employees from other sources as a result of their employment in a particular occupation or industry (e.g. a concession airfare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry). For definitions of individual employment benefits, see *Employment Benefits, Australia, August 1992* (6334.0).

*Employment/population ratio.* For any group, the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

*Employment status (Survey of Training and Education).* Classified according to the person's activity during the reference week. See entries for *Employed persons*, *Employer*, *Self-employed*, *Employee*, *Unemployed*, and *Marginally attached to the labour force*.

*Estimated resident population.* The official population estimates series compiled according to the place of usual residence of the population.

*External formal training (Training Expenditure Survey).* Training which is organised and conducted by training or educational institutions, agencies or consultants e.g. College of Technical and Further Education courses.

*External training courses (Survey Of Training And Education).* Training which is organised and conducted by training or educational establishments, agencies or consultants other than the respondent's employer/business. It excludes study for an educational qualification. Details were collected on up to four courses attended in the last 12 months.

*External training, employer supported (Training Expenditure Survey).* Persons who had a wage or salary job in the last 12 months were asked whether any of up to 4 external training courses undertaken in that time had been supported by an employer. Support comprises 'Paid for study materials or fees', 'Provided paid study leave', 'Paid for accommodation or travel expenses' or 'Other support'.

*Family.* Two or more related persons (*relationship* includes relationships by blood, marriage or adoption) usually resident in the same household at the time of the survey. A family comprises a married couple or a family head as defined, together with any persons having any of the following relationships to them:

- (a) sons or daughters of any age, if not married and with no children of their own present;
- (b) other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- (c) any children under 15 years of age who do not have a parent present.

*Family head.* Defined as:

- (a) Any person without a spouse present, but with a son or daughter aged under 15 present; or
- (b) persons without a spouse present, without a son or daughter aged under 15 present, but with a son or daughter aged 15 or over present (provided that the son or daughter has no spouse, son or daughter of his/her own present); or
- (c) where a family has no person falling into either of these categories, the family head is generally defined to be the eldest person in the family.

No family head is determined for a married-couple family.

*Federal awards, determinations or collective agreements.* Awards or determinations made by, and collective agreements registered with, the Australian Industrial Relations Commission or the Coal Industry Tribunal.

*Field of trade.* Respondents indicated which of the following best described the field of trade in which they had qualified or were undertaking an apprenticeship:

- (a) Metal fitting and machining;

- (b) Other metal;
- (c) Electrical and electronics;
- (d) Building;
- (e) Printing;
- (f) Vehicle;
- (g) Food;
- (h) Hairdressing; or
- (i) Other.

Respondents who had more than one trade qualification were asked about the first trade qualification that had been formally recognised in Australia (either through an Australian apprenticeship or a recognised Australian tradesperson's certificate).

*Flex leave.* Time off that must be made up elsewhere or that is granted for time that has already been made up by working extra hours.

*Formal childcare.* Any arrangements made for the care of children under 12 years of age at or by one of the following:

- a pre-school;
- a child care centre (such as creche or occasional care centre);
- family day care;
- a full day care centre;
- before and/or after school care;
- the workplace.

*Formal training.* All training activities which have a structured plan and format designed to develop job related skills and competence are defined as formal training. It consists of periods of instruction or a combination of instruction and monitored practical work. The instruction can take the form of workshops, lectures, tutorials, training seminars, audio-visual presentations, demonstration sessions or monitored self-paced training packages.

*Formally appraised.* An assessment of the employee's work performance made by his/her supervisor (or a person in a position of higher authority). This assessment is generally discussed with the employee and/or a written appraisal is provided.

*Former workers.* Unemployed persons who have previously worked full time for two weeks or more but not in the past two years.

*Fringe benefits.* The value of goods and services subject to fringe benefits tax in respect of employees as defined.

*Fringe benefits tax.* The tax actually paid in respect of employees as defined. Amounts paid in fines for late

payment are not included in the estimate of fringe benefits tax.

*Full-time attendance.* Attendance at an educational institution by persons who consider themselves to be attending full time or are so classified by the institution they are attending.

*Full-time employees.* Permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they usually work 35 hours or more per week.

*Full-time employees in main job.* All employees for whom 'full time' was the response to the question 'Is your main job full time or part time?'.

*Full-time workers.* Employed persons who worked 35 hours or more in the reference week (in all jobs) and others who, although actually working less than 35 hours in the reference week (including those temporarily absent), usually worked 35 hours or more a week.

*Full-time workers who wanted to work more hours.* Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the reference week for economic reasons, e.g. stood down, short time and insufficient work.

*Fully employed workers.* Employed persons who are voluntarily working part time, or who worked full-time hours in the reference week, or who are full-time workers who did not work full-time hours in the reference week for non-economic reasons. It should be noted that persons who are normally underemployed but who worked full-time hours in the reference week are classified as fully employed.

*Generalised strikes.* Industrial disputes following a call to strike common to several enterprises.

*Gross earnings.* Payments to employees before tax and other items (such as superannuation) are deducted. They comprise ordinary time and overtime earnings; overaward payments; penalty payments, shift and other remunerative allowances; commissions and retainers; bonuses and similar payments; payments under incentive or piecework; payments under profit-sharing schemes; leave loadings; annual and long service leave payments; sick leave payments; advance and retrospective payments; salaries and fees paid to company directors, members of boards, committees, commissions, councils, etc.; amounts paid to employees on workers' compensation who continue to be paid through the payroll; and severance, termination and redundancy payments.

*Higher Education Institutions.* Includes all (Australian) institutions providing higher education courses, e.g., Universities; Institutes of Technology (excluding former TAFE institutions); Institutes of Advanced Education; Institutes of Higher Education; Institutes of Tertiary Education; and Agricultural Colleges.

*Highest level of secondary school available.* The highest level of secondary schooling (or equivalent) offered by the education system at the time the respondent left school.

*Hourly award rates of pay.* The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

*Hours of work.* The estimates of aggregate hours and of average hours refer to actual hours worked during the reference week, not hours paid for. The estimates may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, injury, accident and industrial disputes; and stoppages of work due to bad weather, plant breakdown, etc. When hours of work are recorded, fractions of an hour are disregarded and this results in slightly lower figures than would be the case if actual time worked was recorded. Persons stood down for the whole of the reference week without pay because of bad weather or plant breakdown at their place of employment are regarded as employed and therefore are included (working no hours) in the calculation of average hours worked. Persons stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather and plant breakdown and waiting to be called back to their job are regarded as unemployed and are therefore excluded from the calculations.

*Hours paid for.* The number of hours and minutes for which an employee was paid and not necessarily the number of hours actually worked (e.g. an employee on paid leave for the week was asked to report the number of hours for which he or she was paid).

*Hours worked.* Actual hours worked during the reference week, not necessarily hours paid for.

*Household.* A group of one or more persons in a private dwelling who consider themselves to be separate from other persons (if any) in the dwelling, and who make regular provision to take meals separately from other persons, i.e. at different times or in different rooms. Lodgers who receive accommodation but not meals are treated as separate households. Boarders who receive both accommodation and meals are not treated as separate households. A household may consist of any number of families and non-family members.

*Industrial dispute.* An industrial dispute is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A dispute affecting more than one industry and/or State is counted once in each industry and State but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State were counted differently.

When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute. Prior to 1985 disputes were counted differently.

*Industry.* Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification (1201.0)*.

*Informal training.* Unstructured on-the-job training, being shown how to do things as the need arises, learning by doing a job.

*Infrequent bonuses.* The total payments made during the reference year for bonuses paid less frequently than monthly. Included are performance, production, Christmas, staff suggestion and profit-sharing bonuses.

*In-house formal training (Training Expenditure Survey).* Training which is organised by employers primarily for their own employees, using the employers' own staff, or consultants e.g. where a consultant designs a program specifically for the employer.

*In-house training courses (Survey of Training and Education).* Training organised by a person's employer or business primarily for their own staff and using the employers' or business' staff or training consultants. Details were collected on up to four courses attended in the last 12 months.

*Intended to retire from full-time work.* Persons who were either working full-time or considered themselves to be working full-time; looking for full-time work; or would like to work full time at some time and who intended to retire from full-time labour force activity. Persons who were unpaid voluntary workers in their current job are excluded.

*Intended to retire from full-time work early.* Persons aged 45 and over who intended to retire from full-time work at age 45 or more but before the age of 60, if female, or 65, if male. Persons who did not know at what age they intended to retire from full-time work were not classified as intending to retire from full-time work early.

*Interstate.* Between States/Territories.

*Intrastate.* Within the State/Territory.

*Job.* A job is defined as either:

- (a) employment as a wage or salary earner (or unpaid family helper) by a particular employer in a particular locality; or
- (b) self-employment (with or without employees) in a particular locality.



**Job-holders.** Employees as defined above and persons who were away from work for four weeks or more without pay, or who were stood down for less than 4 weeks for reasons other than bad weather/plant breakdown, or who were away from work on workers' compensation and not returning (or unsure about returning) to their employer.

**Job leavers.** Unemployed persons who have worked full time for two weeks or more in the past two years and *left that job voluntarily*, that is, because of unsatisfactory work arrangements/pay/hours; the job was seasonal, temporary or a holiday job and they left that job to return to studies; their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties; or any other reasons.

Note. For the *Survey of Labour Mobility*, 'job leavers' includes all persons who left a job in the previous twelve months for any of the above reasons.

**Job losers.** Unemployed persons who have worked full time for two weeks or more in the past two years and *left that job involuntarily*, that is: were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or their last job was running their own business and the business closed down because of financial difficulties.

Note. For the *Survey of Labour Mobility*, 'job leavers' includes all persons who left a job in the previous twelve months for any of the above reasons.

**Job mobility.** Defined as a change of job. A *change of job* may involve a change of employer/business, regardless of whether a change in locality is involved, or a change of locality without a change of employer/business. For example, the movement of an employer's operations to premises in a different locality would entail a change of job for employees who moved to the new locality. It should be noted, however, that for a person who works at different sites for the same employer (for example, a construction worker), the person's base of operations (i.e. the employer's office, depot, yard, etc.) is considered to be the place of work.

**Job vacancy.** A job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and Territories. Excluded are vacancies:

- (a) of less than one day's duration;
- (b) to be filled by persons already hired, or by promotion or transfer of existing employees;

- (c) to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- (d) not available for immediate filling on the survey reference date;
- (e) not available within the particular State or Territory to which the return relates;
- (f) for work carried out under contract;
- (g) for which no effort is being made to fill the position.

**Job vacancy rate.** The number of job vacancies expressed as a percentage of the number of employees plus vacancies.

**Juniors**—see 'adults'.

**Labour costs.** Costs incurred by employers in the employment of labour. They include:

- (a) Earnings of employees:
  - Payments for time worked
  - Annual leave
  - Sick leave
  - Other leave
    - maternity leave
    - long service leave
    - other leave
  - Public holidays
  - Annual leave loading
  - Infrequent bonuses
  - Termination payments
  - Fringe benefits
- (b) Superannuation;
- (c) Payroll tax
- (d) Workers' compensation
- (e) Fringe benefits tax.

**Labour force.** All persons who, during the reference week, were employed or unemployed, as defined. For some supplementary surveys a person is assigned to the labour force categories *worked* and *looked for work* rather than *employed* and *unemployed* for each of the weeks in a year. Persons who worked or looked for work were in the labour force.

**Labour force (Survey of Training and Education).** Persons who, during the reference week, were employed or unemployed, as defined.

**Labour force status.** A classification of the civilian population aged 15 and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

**Labour mobility.** The frequency of movement between jobs over a 12-month period.

**Last 12 months (Survey of Training and Education).** The 12 months prior to being interviewed. Interviews were conducted in April and May 1993.

**Leavers.** Persons who were full-time students at any time in the previous calendar year but were not full-time students at the time of the survey. It should be noted that persons who attended school full time at some time in the previous year and left, but were attending full-time education at any tertiary institution at the time of the survey are not included in the definition of leavers.

**Length of time with current employer.** The total length of time the employee has worked for that employer/business in all positions.

**Level of educational attainment (Survey of Training and Education).** Measures the highest post-school qualification attained by the respondent. For the purposes of the *Australian Bureau of Statistics Classification of Qualifications (ABSCQ)*, 1993, level of attainment is the recognition, by an accredited authority, that a person possesses knowledge and practical ability of a certain quality and quantity. The seven categories of level of attainment are:

- (a) Higher degree;
- (b) Postgraduate diploma;
- (c) Bachelor degree;
- (d) Undergraduate diploma;
- (e) Associate diploma;
- (f) Skilled vocational qualifications; and
- (g) Basic vocational qualifications.

Note. Persons who could not categorise their post-school qualification to one of these levels were classified to 'Other'. Persons who reported attaining a certificate qualification that required the equivalent of less than one semester full-time study to complete, or who reported having returned to complete a secondary school certificate, are not considered to have attained a post-school qualification.

**Living alone.** A person who is the sole member of a household.

**Local government employees.** Persons employed by Municipalities and Shires and other local authorities created

by or subject to the provisions of local government legislation such as county councils in New South Wales.

**Localised strikes.** Industrial disputes following a call to strike within the establishment.

**Locality.** In capital cities and major towns each suburb is considered to be a different locality.

**Long-service leave (or furlough).** A period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after 10 or 15 years service, as specified in Federal or State legislation.

**Long-term movement.** The arrivals of visitors (except those who hold migrant visas) and the temporary departures by Australian residents with the intention to stay, in Australia or abroad respectively, for 12 months or more, together with the departure of visitors and the return of Australian residents who had stayed, in Australia or abroad, for 12 months or more. Movements of travellers whose intended or actual period of stay is less than 12 months are classified as *short-term*, except those who, on arrival, hold migrant visas. Some travellers state an intended or actual duration of stay of one year exactly. Such travellers are allocated to short-term or long-term in proportion to the number of travellers who stated an actual duration of stay of 11 months or one year one month respectively.

**Long-term unemployed.** Unemployed persons who have been unemployed for a period of 52 weeks or more.

**Looked for work.** Applies to those persons who reported having been out of work and looking for a job.

**Looking for work with more hours.** Looking for work with more hours at some time during the four weeks up to the end of the reference week.

**Main difficulty in finding work.** The main difficulty experienced during the current period of unemployment.

**Main English-speaking countries.** Comprises the United Kingdom, Ireland, Canada, South Africa, United States of America and New Zealand.

**Main external training course attended in the last 12 months.** The external training course on which the respondent spent the most time over the last 12 months.

**Main external training course attended in the last 12 months while working.** Of the external training course attended while employed, the one on which most time was spent.

**Main in-house training course.** The in-house training course on which the respondent spent the most time over the last 12 months.

**Main job.** The job at which most hours were usually worked. The *second job* is defined to include all remain-

ing jobs, in which some hours were worked during the reference week (i.e. the week before the interview week). Work as an unpaid family helper or service in the reserve defence forces is not regarded as a second job. A person who held more than one job as an employee is classified to the industry and occupation of the main job.

*Main source of income.* The current main source of income in the reference week.

*Managerial employees.* Adult managerial, executive, senior professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those who are not managerial employees as defined. Note that this definition on the managerial/non-managerial status of employees (as reported by the employer) is different to the definition of 'Managers and Administrators' in the Australian Standard Classification of Occupations (ASCO), which is used in most labour statistics.

*Marginal attachment to the labour force.* Persons who were not in the labour force in the reference week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

*Marginally attached to the labour force (Survey of Training and Education).* Persons aged 15 to 64 who were not in the labour force in the reference week, who wanted to work and who were either:

- (a) actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) not actively looking for work but were available to start work within 4 weeks if childcare was available (for any children aged under 12 years).

*Marital status.* Persons are classified as married (husband and wife) if they are reported as being married (including de facto) and their spouse was a usual resident of the household at the time of the survey. The *not-married* category comprises persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household.

*Married*—see 'marital status'.

*Married-couple families.* Families in which there are two married persons and these persons are husband and wife — see 'marital status'.

*Mean (or average) earnings or hours.* Obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

*Mean weekly earnings.* Obtained by dividing the total earnings of a group by the number of employees in that group.

*Median age.* The age above which half the population is older and below which half the population is younger.

*Median duration of underemployment*—see 'duration of current period of underemployment'.

*Median duration of unemployment*—see 'duration of unemployment'.

*Median earnings or hours.* The amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

*Membership of trade unions.* Financial members are dues-paying members no more than 6 months in arrears. The total number of members includes all persons (financial, unfinancial, honorary, suspended, junior, etc.) regarded by unions as members.

*Method of job attainment.* Determined by the respondents' answer to the question 'How did you find out that particular job was available?' and is described according to whether an employer approached the jobseeker or a jobseeker approached the employer. In the latter case, the job is described according to whether or not the jobseeker knew that the particular job was available before approaching the employer.

*Migrant (Labour Force Status and Other Characteristics of Migrants, Australia, September 1993 (6250.0)).* A person who was not born in Australia, arrived after 1970, was aged 18 and over on arrival and was a permanent resident of Australia at the time of the survey. A migrant could be sponsored to come to Australia or arrive *unsponsored*.

*Multiple jobholders.* Employed persons who during the reference week:

- (a) worked in a second job or held a second job from which they were absent because of holidays, sickness or any other reason; and
- (b) were an 'employee' in at least one of their jobs.

*Multi-response categories.* Respondents were asked to nominate as many of the listed categories as were applicable to them. Note that sub-totals relate to the number of persons giving responses, not the number of responses given. Consequently, the sum of individual multi-response categories will be greater than the sub-total.

*Net training expenditure.* Total training expenditure by employers minus subsidies received for training.

*Non-managerial employees*—see 'managerial employees'.

*Not a member of a family.* A person not related to any other member of the household in which he or she is living. A person is considered to be *living alone* if he or she is the sole member of a household. Thus, a person who is the sole occupant of a self-contained flat attached to another dwelling is considered to be living alone.

*Not in the labour force*—see 'Persons not in the labour force'.

*Not-married* — see 'marital status'.

*Number of spells of looking for work during the year.* The number of different periods, including the current period, during which persons were reported as having been out of work and looking for a job.

*Occupation.* Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — First Edition, Statistical Classification (1222.0)*. An Information Paper: *ASCO-Australian Standard Classification of Occupations, April 1991 (1221.0)* is available to assist users. There is a comprehensive range of other more detailed publications and manuals relating to ASCO and its use.

*On-costs.* Costs incurred in relation to the employment of labour for which there is no direct productive return, i.e. all costs other than payments for time worked. These costs comprise annual leave, sick leave, other leave, public holidays, infrequent bonuses, termination payments, fringe benefits, annual leave loading, superannuation payments made by the employer, payments for workers' compensation, payroll tax and fringe benefits tax.

*On-the-job training.* Respondents were asked to indicate whether any of the following activities were undertaken to improve their job skills while employed in any job over the last 12 months:

- (a) being shown how to do the job;
- (b) watching others work (including examining other workers' product);
- (c) asking questions of co-workers; and
- (d) teaching self.

*One-parent families.* Families in which there is a family head together with at least one dependent son or daughter of his/her own.

*Ordinary time earnings* — see 'Weekly ordinary time earnings'.

*Ordinary time hours paid for.* Award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long-service leave taken during the reference period.

*Other earnings.* Amounts paid to employees for annual leave, sick leave, other leave, public holidays, annual

leave loading, infrequent bonuses, termination payments and fringe benefits.

*Other educational institution.* Includes business, commercial and secretarial colleges; religious colleges; overseas institutions; and instances where insufficient information was available to determine the type of educational institution.

*Other expenditure on formal training.* The total of expenditure on training equipment, travel, accommodation, meals, consumables, training rooms and payments to industry training bodies.

*Other families.* Families which are not married-couple families or one-parent families, as defined. They include families in which there is a parent with only non-dependent children present, and families in which there is no parent, for example a family head living with a brother or sister.

*Other labour costs.* Labour costs other than earnings of employees.

*Other leave payments.* The total payments made or time taken during the reference year for paid leave other than annual leave and sick leave. Included are long service, maternity, compassionate, study and special leave.

*Other post-school qualifications.* Completion of other types of education i.e. not identified as degree, trade qualification, or certificate or diploma.

*Overaward pay.* Amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing). For 1992 it includes pay (additional to prescribed award rates) resulting from enterprise bargaining awards and agreements. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

*Overtime (Survey of Job Vacancies and Overtime).* Time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

*Overtime (Survey of Working Arrangements).* Work undertaken which is outside, or in addition to, the normal working hours of the respondent in his or her main job. Paid and unpaid overtime is included.

*Overtime hours paid for.* Hours in excess of award, standard or agreed hours of work.

*Owner-manager.* Persons who reported that they worked in their own business, either with or without employees, and that business was a limited liability company.

*Participation rate.* For any group, the labour force expressed as a percentage of the civilian population aged 15

and over in the same group. Participation rates for persons classified by birthplace are calculated using population estimates which exclude those in institutions. Participation rates for persons classified by school or tertiary educational institution attendance are calculated using population estimates which include those in institutions.

*Part-time attendance.* Attendance at an educational institution by persons who consider themselves to be attending part-time or are so classified by the institution they are attending.

*Part-time employees.* Permanent, temporary and casual employees who are not classified as full-time employees as defined.

*Part-time employees in main job.* All employees for whom 'part time' was the response to the question 'Is your main job full time or part time?'

*Part-time workers.* Employed persons who actually worked one to 34 hours in the reference week and usually did so, or who were temporarily absent and usually worked one to 34 hours.

*Part-time workers who wanted to work more hours.* Part-time workers who indicate that they would prefer to work more hours. Additional information was collected about those part-time workers who would prefer to work more hours, had been looking for work with more hours at some time in the four weeks up to the end of the reference week and who were available to start such work within four weeks.

*Payment by measured result.* Earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).

*Payments for time worked.* Payments to employees for hours actually worked. (Hours actually worked include 'wash-up' time, tea breaks, other paid breaks during normal work hours, and unrecorded leave.) Payments for time worked are sometimes referred to as direct wages and salaries.

*Payroll tax.* The amount of tax paid during the reference year in respect of the gross wages and salaries of employees, net of any rebates. Payroll tax assessed for payments to contractors and other persons not considered employees, are excluded.

*Percentiles.* Any of a hundred divisions of an earnings or hours series. For example, 25 per cent of employees earn less than or equal to the 25th percentile and 75 per cent of employees earn less than or equal to the 75th percentile.

*Permanent employees.* Employees who were entitled to paid holidays or leave pay in their main job.

*Permanent movement.* Arrivals of settlers (i.e. persons who hold migrant visas, regardless of stated intended period of stay), New Zealand citizens who indicate an intention to settle and those who are otherwise eligible to

settle (e.g. overseas-born children of Australian citizens), and permanent departures of Australian residents (including former settlers) i.e. those who on departure state they do not intend to return to Australia.

*Persons covered by a superannuation scheme.* Persons who, at the time of the survey, belonged to a superannuation scheme towards which contributions were being made. If persons were covered by more than one superannuation scheme, details were collected about the scheme to which they contributed most.

*Persons not in the labour force.* Persons who, during the reference week, were not in the categories employed or unemployed. They include persons who were keeping house (unpaid), retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or unpaid voluntary work for a charitable organisation. Specific surveys of persons not in the labour force indicate that a number want to work but are not classified as unemployed because they were not actively looking for work and/or were not available to begin work in the reference week. Included in this group are the discouraged jobseekers and other persons marginally attached to the labour force. For some supplementary surveys a person is assigned to the labour force categories *worked* and *looked for work* rather than *employed* and *unemployed* for each of the weeks in a year. Persons who did not work or look for work were not in the labour force.

*Persons not in the labour force who wanted to work.* Persons who:

- (a) in the four weeks up to the end of the reference week had taken active steps to find work but did not meet the criteria to be classified as unemployed; or
- (b) although claiming to have looked for work in the four weeks up to the end of the reference week, had not taken active steps to find work; or
- (c) in the four weeks up to the end of the reference week had not looked for work but in the survey answered 'yes' or 'maybe' to the question 'Even though you have not been looking for work would you like a full-time or part-time job?'; or
- (d) in the four weeks up to the end of the reference week, had not looked for work but were responsible for children under twelve years of age and answered 'yes' or 'maybe' to the question 'If you had child care arrangements for your child(ren) under twelve, would you like a job?'; or
- (e) were employees who had a job but had been away from work without pay for four weeks or more.

*Persons who had a wage or salary job in the last 12 months.* Those who stated that they worked in a job for

wages or salary in the 12 months prior to being interviewed.

*Persons who had re-entered the labour force.* Persons who were working or looking for work in the reference week, had a period out of the labour force of at least 12 months' duration that finished within the last 12 months and had worked continuously for at least 12 months at some earlier time.

*Persons who have left the labour force.* Persons who worked or looked for work (as defined) at some time in the 12 months prior to the survey and were not in the labour force in the week prior to the interview (i.e. the reference week).

*Persons who started a job for wages or salary during the previous twelve months.* Persons who had started work for an employer for wages or salary lasting two weeks or more during the 12 months up to the time of the survey. If more than one job was started during this period, details were obtained about the most recent job started.

*Persons with marginal attachment to the labour force.* Persons who were not in the labour force in the reference week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

*Post-graduate degree or graduate diploma.* Completion of a graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate or higher doctorate.

*Post-secondary certificate.* Completion of an approved certificate in secretarial or business studies, administration, nursing, etc.

*Post-school qualifications.* Qualifications held by those persons who had left school and answered 'Yes' to the question: 'Since leaving school have you completed a trade, certificate, diploma, degree or any other educational qualification?'. Respondents indicated which of the following groups best described their highest qualification: Degree; Trade qualification; Certificate or diploma; Other post-school qualification.

*Present* — see 'usual resident'.

*Previous job.* The job, full-time or part-time, that a person who had re-entered the labour force reported having worked in continuously for at least 12 months at some earlier time.

*Principal applicant.* The family member who is considered to have the best chance of being accepted to migrate and whose eligibility to migrate is determined.

*Promoted.* A permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and higher duties are excluded from this category.

*Proportion of all employees who were members of a trade union.* The approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions. From 30 June 1985, the proportions of employees have been calculated using estimates of employees from the ABS Survey of Employment and Earnings. These estimates have been adjusted by adding Labour Force Survey estimates of employees in Agriculture, forestry, fishing and hunting and in Private households employing staff. For statistics for periods prior to 30 June 1985, estimates of employees were taken from *The Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of *employed* wage and salary earners. The numbers of union members who were not employed (i.e. were unemployed, retired, etc.) will affect the percentages for a particular year and comparisons over time.

*Proportion of employed persons who were multiple jobholders.* The number of multiple jobholders as a proportion of employed persons in the same category.

*Public holiday costs.* The total payments made or time taken during the reference year for time paid but not actually worked in respect of public holidays. Included is time taken by employees who worked on the public holiday and received another day off in lieu. Excluded is time taken by employees who were not entitled to the paid holiday (casuals), and time taken by employees who worked on the public holiday and received additional annual leave.

*Public sector employees.* Administrative employees and all other employees of Commonwealth, State and Local government businesses and financial undertakings engaged in services such as railways, road transport, banks, postal and telecommunications, air transport, education, radio, television, police, public works, factories, marketing authorities, hospitals and welfare institutions. The public sector includes all agencies created by or reporting to the Commonwealth or State Parliaments.

*Re-entrants* — see 'Persons who had re-entered the labour force'.

*Reference week.* The week before the interview.

*Registered collective agreements*—see 'collective agreements'.

*Reported frequency of use of trade skills.* Employed persons not working in the trade were asked which of the following categories best described the use of their trade skills:

- (a) use trade skills daily;

- (b) use trade skills at least once a week;
- (c) use trade skills occasionally;
- (d) never use trade skills.

For the data published in this publication categories (a) and (b) have been combined under the heading 'use trade skills at least once a week'.

*Retired from full-time work.* Persons aged 45 and over who had had a full-time job at some time and who had ceased full-time labour force activity (i.e. were not working full-time, were not looking for full-time work and did not intend to work full time at any time in the future). Persons who were unpaid voluntary workers in their last full-time job are excluded.

*Retired from full-time work early.* Persons aged 45 and over who retired from full-time work at age 45 years or more but before the age of 60 years, if female, or 65 years, if male. Persons who were unpaid voluntary workers in their last full-time job are excluded.

*Retirement scheme.* Superannuation schemes, life assurance policies or similar schemes that provide a financial benefit when a person leaves full-time work.

*Retraining.* Training done with the specific purpose of enabling the respondent to do a kind of work different to that performed in the job held at the time of training. Multi-response categories were collected from persons who had a wage or salary job in the last 12 months.

*Rostered day off.* A rotating system of days off for employees whose work demands above standard hours. Employees working under this arrangement are entitled to a rostered day off, with pay, to compensate for the hours worked above standard hours.

*Second job.* A job, other than the main job, in which some hours were worked during the reference week. A person who held more than one job is classified to the industry and occupation of the main job. Service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestics, odd-job workers, baby-sitters, etc., are not counted as having a second job unless they also held another job of a different kind, nor are those who worked for more than one employer solely by reason of changing jobs during the reference week.

*Sector.* Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

*Self-employed.* An employed person who, during the reference week, worked in his or her own business (including limited liability companies) with no employees.

*Shift work.* A system of working whereby the daily hours of operation at the place of employment are split into at

least 2 set work periods (shifts), for different groups of workers.

*Short-term movement*—see 'long-term movement'.

*Sick leave payments.* The total payments made or time taken during the reference year for paid sick leave. Unused leave paid on termination of employment is not included in the estimate but is included in the value of termination payments.

*Size of business.* The number of persons employed by a respondent's employer/own business throughout Australia.

*Size of location.* The number of persons employed at the location of the respondent's job with his or her employer/own business.

*Sole parent.* The head of a one-parent family.

*Some training undertaken.* Refers only to whether a respondent has undertaken at least one of the following types of training:

- (a) study in 1992;
- (b) in-house training course(s);
- (c) external training course(s); or
- (d) on-the-job training.

If none of these were undertaken, then the respondent was classified to 'No training undertaken'. There were an estimated 51,000 persons (or 0.5% of those in, or marginally attached to, the labour force) whose *only* form of training was 'Study in 1993' who were not classified to 'Some training undertaken'.

*Sponsored.* Migrants who were sponsored include those who had a family already in Australia who sponsored them under the Family Reunion criteria, and those who were sponsored by an employer, or some other person or organisation (other than the Australian Government). Sponsorship is a commitment, signed on a government form by a permanent resident, Australian citizen or organisation, to assist an applicant after arrival in Australia.

*Standardised unemployment rate.* The number of unemployed persons as a percentage of the total labour force. The definitions of unemployment and the total labour force conform to ILO guidelines.

*State awards, determinations or collective agreements, etc.* Awards or determinations made by, and collective agreements registered with, State industrial relations authorities. The estimates shown for employees covered by State awards, etc. include a small proportion of employees covered by awards, etc. of State tribunals in other States. Similarly, in each Territory there is a small proportion of employees covered by awards, etc. of State tribunals in adjacent States.

*State government employees.* Persons employed by all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility, e.g. universities. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to 'State' governments. Employees of State governments employed interstate are included in the estimates of the State in which they are based.

*Status of worker.* Employed persons classified by whether they were employers, self-employed persons, wage and salary earners (employees), or unpaid family helpers.

*Studied for an educational qualification.* Study done with the intention of it leading to a higher degree, postgraduate diploma, bachelor degree, undergraduate diploma, associate diploma, skilled vocational qualifications, basic vocational qualifications or any other qualification. It is not necessary to have completed the course or to have been awarded the qualification. Details were collected on the first qualification studied for.

*Superannuation (Survey of Major Labour Costs).* Employer or agency funded contributions to superannuation funds on behalf of employees. Superannuation includes only those amounts met from annual budgets of individual agencies. Payments made from Commonwealth and State government consolidated revenue funds have not been included. Due to the different funding arrangements adopted in the public and private sectors, estimates of superannuation are not directly comparable between the sectors.

*Superannuation scheme.* Any fund, association or organisation set up for the purpose of providing financial cover for members when they retire. Overseas superannuation funds are excluded.

*TAFE.* College of technical and further education.

*Termination payments.* Lump sum payments made to employees, on termination of employment, for unused leave and eligible termination payments including severance and redundancy payments.

*Tertiary institution.* Any educational institution offering post-school courses.

*Time spent on in-house/external training courses.* The average number of hours spent on a training course per day (as stated by the respondent), multiplied by the number of days spent on that course.

*Total employees involved in industrial dispute.* The sum of the number of employees involved in each industrial dispute in a period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute the number of employees involved included in the statistics relate to the largest number of individual em-

ployees involved on any one day. Generally the *total* number of employees involved for each year will equal the sum of the *total* number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months (as published monthly in *Industrial Disputes, Australia* (6321.0)). Differences between monthly and annual aggregates can occur due to temporary cessations of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

*Total membership of trade unions.* The aggregate of the membership of individual reporting trade unions. Persons who are members of more than one union are counted more than once in the totals. The extent of this duplication is not known. Membership figures may be affected by differences in the concept of membership adopted by different unions or by the same union at different times.

*Total training expenditure.* The sum of employers' expenditure for employees' gross wages and salaries for time receiving and providing formal training, fees paid to consultants and institutions and other expenditure on formal training during the reference period.

*Trade qualification or apprenticeship.* Completion of an approved trade/technical apprenticeship in fitting and turning, hairdressing, plumbing, carpentry, etc.

*Trade union members.* Employees with membership in a trade union in connection with their main job.

*Trade union (or employee association).* An organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members. Non-operating unions or branches, i.e. those with no members at the date of collection, are not included in the statistics.

*Trades qualified persons.* Persons aged 15 and over who had:

- (a) completed an Australian apprenticeship; or
- (b) obtained tradesperson's status under a recognised Australian tradesperson's certificate either under the Tradesmen's Rights Regulation Act in the metal, electrical or footwear trades; or from an Australian Apprenticeship Training Authority.

*Trainers' costs (including fees).* Employees' wages and salaries for time providing training plus fees paid to consultants and training institutions.

*Training courses (Survey of Training and Education).* Training activities which are designed and/or undertaken to maintain, develop or learn skills related to job performance and/or competency. They consist of periods of instruction or a combination of instruction and monitored practical work. The instruction can include workshops, lectures, tutorials, training seminars, audio-visual presentations, demonstration sessions or monitored self-paced



training packages. Details were collected on up to four in-house and up to four external training courses attended in the last 12 months. This means that the tables in this publication relating to 'Number of training courses' underestimate the training courses undertaken by persons who attended more than four in-house and/or more than four external training courses. See entries for *In-house training courses* and *External training courses*.

*Training expenditure per employee.* Estimated training expenditure divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

*Training expenditure per training hour.* Estimated total training expenditure divided by the estimated total hours of training.

*Training hours per employee.* The estimated total number of hours of training received divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

*Transferred.* A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.

*Unemployed persons.* Persons aged 15 and over who were not employed during the reference week, and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:
  - were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or
  - were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant break-down.

In the *Job Search Experience of Unemployed Persons* survey persons who were stood down as defined in (b) above are excluded.

*Unemployed (Survey of Training and Education).* Persons aged 15 to 64 who were not employed during the reference week, had actively looked for full-time or part-time work at any time in the 4 weeks up to the end of the reference week, and:

- (a) were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than 4 weeks to the end of the reference week); or
- (b) were waiting to start a new job within 4 weeks from the end of the reference week and would have started in the reference week if the job had been available then.

*Unemployed persons classified by industry and occupation.* Unemployed persons who had worked full time for two weeks or more in the last two years are classified according to the industry and occupation of their most recent full-time job.

*Unemployed persons looking for first job.* Unemployed persons who had never worked full time for two weeks or more.

*Unemployment rate.* The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

*Unregistered collective agreements*—see 'collective agreements'.

*Un-sponsored.* Includes those migrants who came to Australia under special eligibility criteria. This category includes persons who came to Australia as migrants who did not require a visa, or who had some entitlement to come to Australia such as New Zealanders. Refugees were regarded as un-sponsored and include any person who came to Australia under a refugee program. Other persons who were un-sponsored include: persons who applied in their own country to come to Australia; Australians born overseas; persons who came to Australia on a temporary visa, on a working holiday, as a student, etc., and had since gained permanent residence.

*Usual resident.* A person identified by the respondent as a usual resident of the household at the time of the survey. The terms 'usually resident' and 'present' are synonymous.

*Weekly award rates of pay.* The weekly award rates of pay series for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

*Weekly earnings.* The amount of 'last total pay' from wage and salary jobs prior to interview (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

*Weekly ordinary time earnings.* One week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay,

overaward payments, penalty payments, shift and other allowances; commissions if a retainer is also paid; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Payments not related to the reference period such as overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments are excluded.

*Weekly overtime earnings.* Payment for hours in excess of award, standard or agreed hours of work.

*Weekly total earnings.* Weekly ordinary time earnings plus weekly overtime earnings.

*Weekly total hours paid for.* The hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

*Worked.* Persons who were reported as having either worked or been on paid leave.

*Workers' compensation.* The cost to the employer of providing workers' compensation cover for employees. There are three ways to meet these costs:

- (a) The majority of employers pay a premium to an insurer. In this case, workers' compensation costs are considered to comprise:
  - premiums paid during the reference year including that component that covers the employee for common law damages; and

- any workers' compensation costs not reimbursed by the insurer including 'make-up' and 'excess' pay (which cover payments made by employers directly to employees as part of earnings, over and above the amount paid as compensation by the workers' compensation insurer).

(b) Some larger employers may become 'self-insurers' and cover most costs themselves. Workers' compensation costs are considered to comprise:

- lump sum payments and payments made as part of employee earnings
- premiums paid during the year to offset liability at common law for workers' compensation
- any other costs, including Common Law costs not reimbursed by the insurer, such as legal, accounting, medical and administrative costs.

*Working arrangement.* An award or work entitlement which helps define the working hours of an employee. Examples are flexible start or finish times, an allowance to accumulate extra hours worked, shiftwork, overtime and differences in days of the week usually worked.

*Working days lost.* Time lost by employees directly and indirectly involved in the dispute, generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

*Working days lost per thousand employees.* Working days lost per thousand employees are calculated for the 12-month period from working days lost and estimates of numbers of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey.

*Working in the trade.* Persons working in the trade in which they first qualified in Australia. See also *employment status*.



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Recommended retail price: \$35.00



2610100001937  
ISSN 0314-2779